
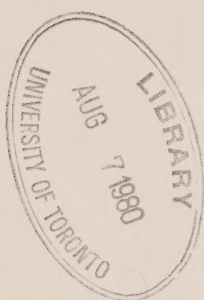


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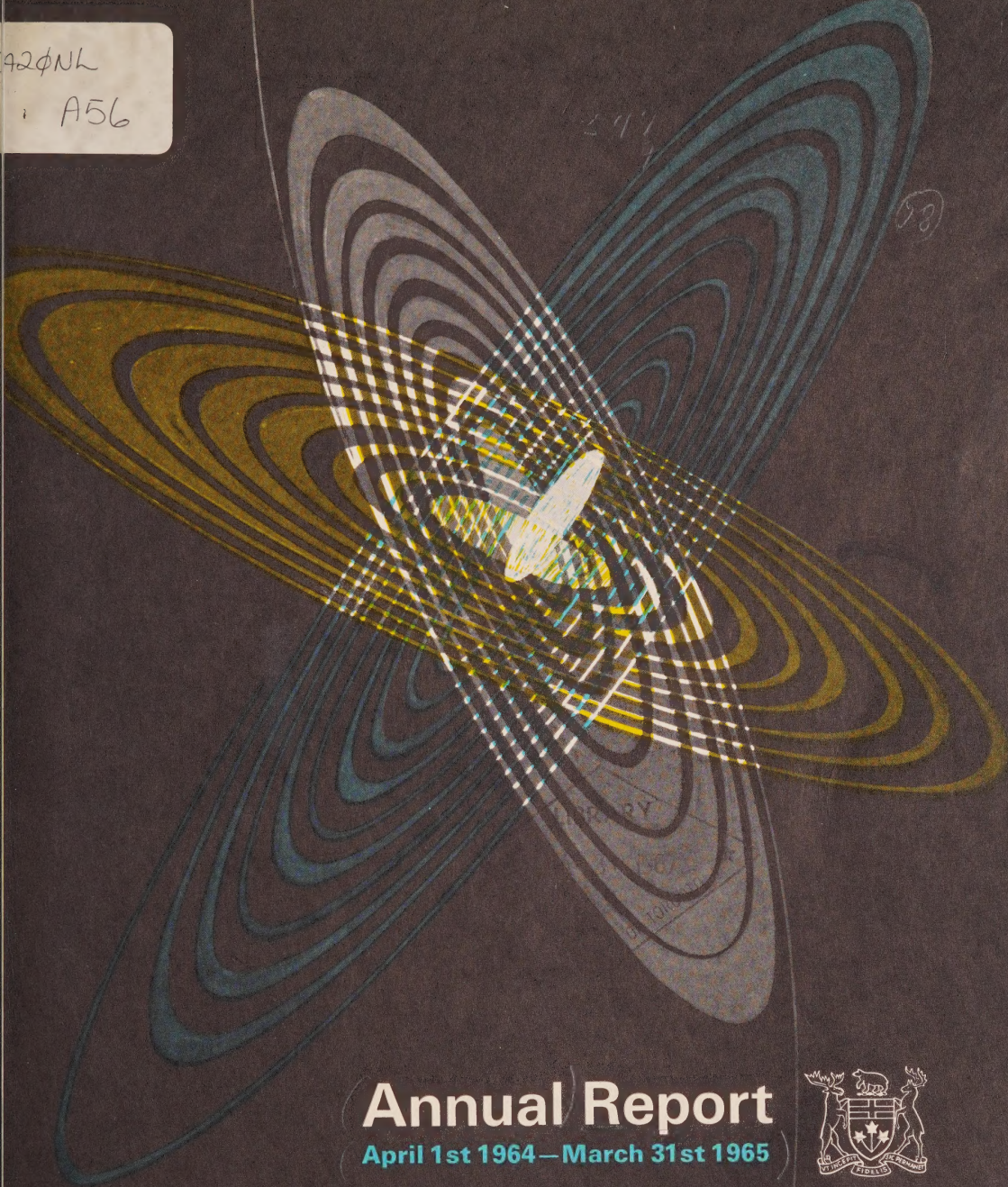


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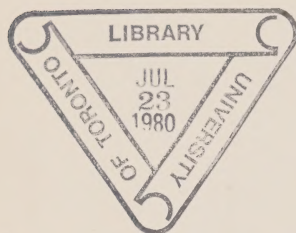
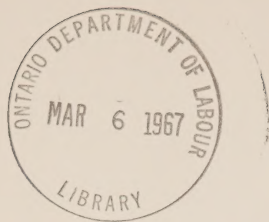


Annual Report

April 1st 1964 — March 31st 1965



ONTARIO DEPARTMENT OF LABOUR



Department of Labour Government of Ontario

**Labour Standards
Industrial Training
Labour-Management Relations
Safety and Technical Services
Human Rights Commission
Women's Bureau
Athletics Commissioner**

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46th Annual Report
Ontario Department of Labour

for the fiscal year ending
March 31st 1965



Honourable H. L. Rowntree, Q.C., Minister

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Introduction

The fiscal year 1964-65 was one of change and re-organization for the Department of Labour as it endeavoured to provide the leadership and services necessary for the safety and economic well-being of the province's work force in a fast-growing and fast-changing economy.

The "Blueprint for the Department of Labour" announced by the Minister in January 1965 contained significant changes in the policy priorities and programs of the Department. New challenges and responsibilities were outlined to:

- (a) help industry meet its needs for skilled workers and provide a basis for sound economic growth;
- (b) increase the employability of our people through on-the-job skill training;
- (c) anticipate and meet the economy's changing manpower requirements;
- (d) further reduce construction and industrial accidents;
- (e) establish and maintain basic standards of wages and working conditions and eliminate the exploitation of labour; and
- (f) safeguard the rights of every Ontario citizen.

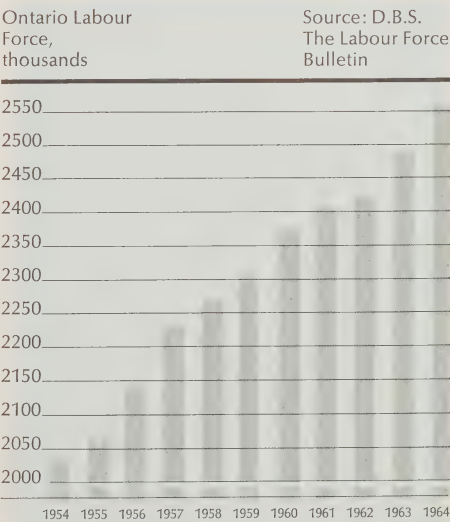
One basic but major change was the re-organization of the Department's Research Branch to develop information, specialized studies and forecasts for use in the formulation of new programs, legislation and administrative practices. Designed to serve the Labour Relations, Industrial Training, Labour Standards and Safety branches of the Department, the Research Branch studies such major questions as working conditions, technological change and employment.

Based on research information and recommendations, the Department launched a comprehensive Industrial Training program to train the unskilled and semi-skilled worker and assist Ontario industry to develop its skill requirements on the job.

Although the unemployment rate for the fiscal year dropped to 3.2 per cent — the lowest since 1956 — the gap between skill requirements and skills available presented a major obstacle to continued industrial growth. During the year about 75,000 additional

persons entered the labour force and about 87,000 new jobs were created. There were still 77,000 persons unemployed, however, despite the large number of job vacancies for which skilled workers were not available.

Fully 34 per cent of Canada's population live in Ontario and earn 40 per cent of the nation's personal income. If the province is to continue to support this portion of the population, it must be prepared to meet the manpower demands of its growing industries. Immigration provides a partial solution to these demands. But immigration alone cannot satisfy the need since the countries most noted for the development of skilled workers are themselves experiencing shortages. The need, therefore, is to upgrade the quality and quantity of the province's labour force and to help industry expand its apprenticeship and short-term on-the-job training projects.



For this reason the Industrial Training Branch was established on the foundation of the previous Apprenticeship Branch early in 1965 and charged with the following challenging tasks:

- (a) the provision of flexible apprenticeship programs in trades where no formal training schemes now exist;
- (b) modernization of existing long-term apprenticeship schemes;
- (c) provision of short-term on-the-job skill development projects for skills that can be learned on the job in less time than traditionally called for in apprenticeable trades.

The economic expansion of the province with its manpower implications brought many problems to the field of labour relations. The low level of unemployment and the high level of industrial expansion were instrumental in increasing the trade union membership in Ontario. Trade union membership was 577,100, an increase of 24,100 over 1963 membership. About 23 per cent of the labour force in Ontario are now organized in unions recognized under *The Labour Relations Act*. This additional strength in trade unions has been accompanied by labour disputes and an increased work-load for the Department's Conciliation Services.

In 1964-65 there were 188 strikes involving six or more workers. About 50 per cent of all strikes were in the manufacturing sector.

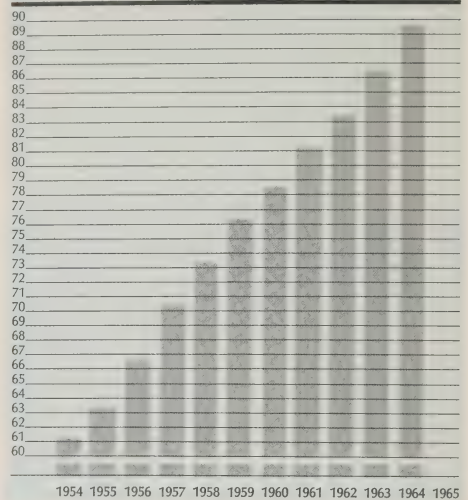
Most collective bargaining was concerned with the conventional issues of wages, vacations, and insured benefits. A few unions and employers attempted to deal with the labour relations problems of technological change, but there was little economic pressure encouraging this. Where such matters were bargained, experiences ranged from highly useful agreements to failure.

The construction industry in Ontario was relatively peaceful on the labour front during the booming construction year. The industry, however, has undergone a period of rapid change in its use of materials and methods of building. Thus, its skill demands have also changed. It is doubtful that the volume of construction is any longer an accurate indicator of the level of employment in the industry. Preliminary figures indicate that the yearly value of construction in Ontario increased by over 31 per cent from 1955 to 1964, while the number of persons employed in the industry increased by only five per cent. The present increase in construction, while raising the demand for skilled construction workers, has not resulted in any significant increase in the construction work force. Yet, the apprenticeship training programs are expanding and the unions hope to be able to supply more skilled workers in the coming years.

All safety branches of the Department were affected by the buoyancy of the economy. Safety officers and field inspections were increased to meet the

Average Weekly Wages in Ontario in Dollars

Source: D.B.S. Employment and Payrolls



requirements of industry and provide for the safety of the labour force. In January 1965 the Labour Safety Council, after a year's study and deliberation, presented an extensive report to the Minister on Accident Prevention and Safety Education.

During the year, a comprehensive minimum wage program, providing eventually for a floor rate of \$1 per hour, was introduced by stages throughout the province. At the same time *The Industrial Standards Act* was revitalized. This act provides machinery for employers and employees in trades or industries in designated areas of the province to negotiate schedules of hours, wages, and working conditions binding on all employers and employees involved.

Women are becoming a growing source of labour supply in Ontario. In 1964-65 there were approximately 779,000 women available for employment—31 per cent of the labour force. The Women's Bureau of the Department of Labour conducted several studies on the position of the woman on the labour force. One of these studies—A Survey of Labour Legislation in Canada's Ten Provinces—indicated that Ontario legislation provides for increasingly equal treatment of men and women at work.

The Human Rights Commission worked to make the Human Rights Code a more effective legal instrument for the protection of human dignity in the province. Legislation was introduced to prohibit housing discrimination in any building with more than three self-contained dwelling units. The Code was also amended to prohibit employment discrimination by the Government and its agencies.

As Ontario's highly industrialized economy continued its dynamic expansion, the demand for qualified tradesmen and skilled workers rose to its most critical proportions since the end of the Second World War.

Major changes in the training programs to provide these skilled tradesmen resulted from two related events during the year. First was the introduction of *The Apprenticeship and Tradesmen Qualification Act, 1964* to replace *The Apprenticeship Act* of 1928 under which over 40,000 young people had entered the apprenticeship stream. Second was the Minister's announcement of his "Blueprint for the Department of Labour" in which the Apprenticeship Branch became the Industrial Training Branch.

Through these developments the Department launched a revised program of on-the-job (O.J.T.) training. The Department's apprenticeship program was streamlined and expanded to include nearly 100 trades, and a short-term on-the-job skill development training program was introduced. This "earn while you learn" training was supported by increased classroom instruction in co-operation with the Department of Education.

To implement these programs the Industrial Training Branch was re-organized into four trade divisions: construction, industrial, motive power and services, supplemented by a curriculum and standards division. The staff was increased from 90 to 133 and recruitment of new staff, mostly training specialists, was started early in 1965.

SHORT-TERM ON-THE-JOB TRAINING

This type of training is designed to train unemployed, unskilled men and women and to retrain and upgrade workers who are currently employed. Through it, the unemployed can become employed and acquire a skill or series of skills while the semi-skilled worker by upgrading his skills can increase his earning potential.

Generally, workers are trained in one or two specific skills. Skills are taught on a "block building" basis so that trainees have the opportunity of acquiring other related skills at a later date. Then, if they wish to become apprentices, they may be given credit towards journeymen status for their past training.



A short-term pilot project was developed for the needle working industry, and a Toronto employer selected in whose plant the training was conducted. On March 8, 1965, the first trainees commenced a 10-week period of instruction. The results of this pilot project will form the basis of a flexible plan which may be adapted to the particular needs of any industry.

APPRENTICESHIP

The constant demand for skilled workmen, the growing appreciation by industry of the value of formal apprenticeship training, and the work of the Branch's 39 field counsellors this past year, induced some 282 firms to accept apprentices for the first time.

Apprentices registered during the year in trades having regulations totalled 4,243 compared with 3,241 for the previous year. In trades without regulations, there were 948 registrations — almost twice the 486 registered at the close of the previous year.

A milestone was reached in early November 1964 when for the first time in the history of the province's apprenticeship training program the number of apprenticeship contracts in force reached the 10,000 mark. By March 31, 1965, the number had increased



to 11,342 from 9,179 the previous year.

An important change was made under the Act in specifying the duration of apprenticeship. While the trend is to a shorter work week, the time it takes to train a tradesman remains constant and, in some cases due to the growing complexities of trades, it may have to be increased. For this reason, contracts of apprenticeship were rewritten to specify the number of hours rather than years which an apprentice must serve. For example, the duration of an apprenticeship was formerly stated as being two to five years. Now, depending upon the trade, apprenticeships may be specified as being two to five periods of from 1,600 to 2,000 hours each. To pass into each successive period with its applicable increase in pay, an apprentice must complete the preceding period satisfactorily.

Certification on a compulsory basis was extended through the provisions of the new Act to the electrical, watch repairing and refrigeration & air conditioning trades. Motor vehicle repairing, barbering and hairdressing had received certification at an earlier date under the old Act. Certification on a voluntary basis was granted to the trade of cooking.

TRADE INSTITUTES

The two established trade institutes in Toronto — the Provincial Institute of Trades and the Provincial Institute of Automotive and Allied Trades — were supplemented during the year by new Ontario Vocational Centres in Ottawa and London. Another is scheduled to be opened in the very near future at Sault Ste. Marie.

During the year, 3,019 apprentices attended courses at these schools to supplement on-the-job training. Included in this figure were 1,324 motor

repairers, 1,468 representing various building trades, 147 cooks, 37 latherers, millwrights and seven watch repairers.

CERTIFICATES

Apprentices who complete their contracts satisfactorily in all respects are issued a Certificate of Apprenticeship. In addition, a mark of 70 per cent or higher in the final examination for certain trades results in the issue of an Inter-Provincial Seal by which the status of the holder is recognized and accepted by all participating provinces. Of the 1,967 apprentices who completed their apprenticeship during the year 1,712 qualified for certificates, and of these 558 were granted the Inter-Provincial Seal.

In trades requiring certification under the Act, graduate apprentices qualify automatically for Certificates of Qualification, which, displayed by the holder, assures employers and the public of the tradesman's technical ability. Non-apprentices must qualify for their certificate by means of a written examination. 5,523 new certificates were issued during the year.

TRADE SCHOOLS

The numbers of licensed trade schools remained static. The 23 hairdressing schools and four barber schools registered 1,759 and 168 students respectively, as compared with registrations of 1,760 and 160 in the previous year.

PROVINCIAL ADVISORY COMMITTEES

The Act carries authority for the appointment of an advisory committee for each trade as required. Consisting of equal representation from management and labour, together with officials of both the Department of Labour and the Department of Education, each committee meets regularly to deal with matters affecting its trade. To the six committees previously appointed — motor vehicle repair, watch repair, barbering, electrical, hairdressing and refrigeration & air conditioning — have been added seven new committees to advise on the trades of tool & die maker, electronic repair, carpenter, plumber & steamfitter, sheet metal worker, cook, and heavy duty repair.

Local apprenticeship committees have been formed in many areas of the province to advise on needs peculiar to their areas.

APPRENTICESHIP COUNCILS

Apprenticeship Councils have been established in some areas. The apprentices are registered to the Councils rather than to the individual employers. This permits rotation of apprentices through several employers in the area with consequent broadening of trade experience.

Organized in 1963 the Labour Standards Branch administers *The Minimum Wage Act*, *The Hours of Work and Vacations with Pay Act*, *The Industrial Standards Act* and parts of *The Wages Act*. It services as well *The Fair Wage Schedules on Government Projects* for other Departments and is also responsible for control of Handicap Worker permits and Homemaker permits.

INDUSTRY AND LABOUR BOARD

The Industry and Labour Board is a division of the Branch and is specifically responsible for *The Hours of Work and Vacations with Pay Act*, and *The Minimum Wage Act*. As a corporate body the Board consists of a Chairman and two members who are officers of the Department of Labour. A large part of their time is spent in meetings with employers and employees, or their representatives, explaining the acts and regulations administered by the Board.

MINIMUM WAGES

In order to establish a floor level below which wages should not be allowed to fall, the Branch has been working toward the establishment of a minimum wage of \$1.00 an hour throughout the province since 1963.

The purpose of the Act is to help those who cannot help themselves because of a lack of adequate education, ethnic or language barriers, lack of skill and dexterity, mental development, physical limitations or unfamiliarity with our social customs.

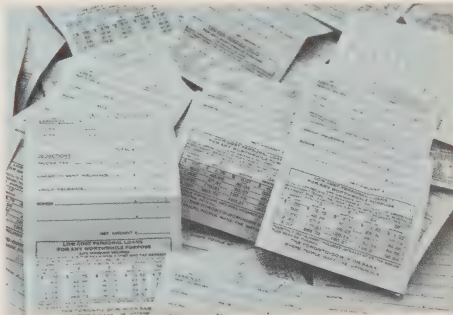
In the past fiscal year, minimum wages were introduced in the Southern Ontario and Northern Ontario zones on a graduated basis. The standard minimum of \$1.00 an hour for male and female employees was reached in the Southern Ontario zone on March 29, 1965 and will be achieved in Northern Ontario by the end of the year.

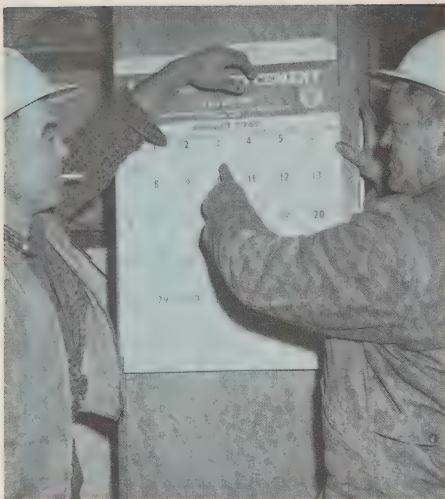
In June, 1964, a minimum wage of \$1.25 an hour in the Southern Ontario zone and \$1.15 in the North-

ern Ontario zone were established for construction workers. The latter rate will be increased to \$1.25 at the end of the year. The higher minimums for construction workers were established because of the seasonal nature of the work.

PAYROLL INSPECTIONS

Complaints by employees resulted in 1,655 payroll inspections during the year. These were in addition to the 33,635 routine investigations under the various





acts and legislation administered by the Labour Standards Branch. Arrears totalling \$199,428 were collected and a further \$15,483 was paid directly from employers to employees as a result of the investigations.

The noticeable increase in the number of field-staff investigations and the greatly increased assessments of underpaid wages collected on behalf of workers were due to the establishment of minimum wage rates for both male and female persons throughout Ontario, and to the increase in field staff personnel.

HOURS OF WORK AND VACATIONS WITH PAY

Through an amendment to this Act during the year young people under 18 and women are prohibited from working in a factory or shop, including restaurants, between midnight and 6 a.m. unless permission is received from the Minister of Labour.

The Act limits employees to a maximum of 48 hours' work a week and provides for at least one week of vacation for every year of employment. An extension of working hours is permitted, however, in special circumstances. During the year, 504 such authorizations were granted.

An employer may also, with Board approval, provide for extension by not more than 12 hours of the work week of engineers, watchmen, firemen, ship-

pers, and certain categories of non-productive work, and for extension by not more than 100 hours a year of the work hours of other employees.

Vacation-with-Pay stamps may be issued to an employee in lieu of providing at least one week's vacation with pay and these stamps are available to employers at all branches of the Province of Ontario Savings Office or any chartered bank.

WORK PERMIT EXTENSIONS

For emergency situations requiring overtime, employers must submit reports to the Board so that each case may be reviewed to ensure that extra time is justified. On the basis of submission in the past year, the Board has amended the order applicable to the hotel and tourist industry, the taxicab industry, the ambulance service industry and the nursery and landscaping industry to allow commercial firms involved in these areas to work additional overtime.

INDUSTRIAL STANDARDS

The Industrial Standards Act provides the means for employers and employees in an industry or trade in a designated zone to petition the Minister of Labour for a conference of employers and employees at which a schedule of wages, hours and days of work may be formulated. The major amendments to the Act in July 1964 allowed the Minister of Labour to appoint a Director of Labour Standards who administers and enforces the Act and schedules made under it. The Director may also designate which industries are inter-provincially competitive and assess employers and employees to provide revenue for enforcement of the established schedules.

As of March 31, 1965, there were 115 geographical areas designated as zones of which 85 applied to the barbering industry and 30 to the construction industry.

In addition, the Province of Ontario is designated as a zone for the purpose of industries that are considered to be inter-provincially competitive. These are commonly known as the needle trade industries and are six in number: the ladies' cloak and suit industry, the fur industry, the ladies' dress and sportswear industry, the millinery industry, the men's and boy's clothing industry and the men's and boys' hat and cap industry.

The schedule for the fur industry was amended to provide for an increase in minimum wages, and amendments were also made to the schedules for the barbering industry, Fort William-Port Arthur

zone, and the bricklaying and stone-masonry industry, Toronto zone.

During the year the administration of the Industrial Standards Division of the Branch conducted numerous pre-conferences and conferences for the purpose of developing schedules and also attended many advisory committee meetings throughout the province.

The Minister of Labour authorized Industrial Standards officers to convene 14 conferences which resulted in four schedules being brought into force. Two of the four schedules revoked the existing schedules and two were enacted where no schedule previously existed. The 10 remaining schedules will become effective after March 31, 1965.

At the end of the last fiscal year, more than 150 schedules were in force throughout the province, embracing such diversified work as barbering, clothing manufacturing and various segments of the construction industry such as bricklaying, plumbing and plastering. In the construction industry nearly 45 per cent of the labour force is protected.

FAIR WAGE SCHEDULES ON GOVERNMENT PROJECTS

The purpose of *Fair Wage Schedules on Government Projects* is to ensure that all workmen employed by a contractor, sub-contractor, or other persons who do work for or on behalf of different government departments, receive a fair wage rate. The Labour Standards Branch investigates records to ensure fair payment to workers.

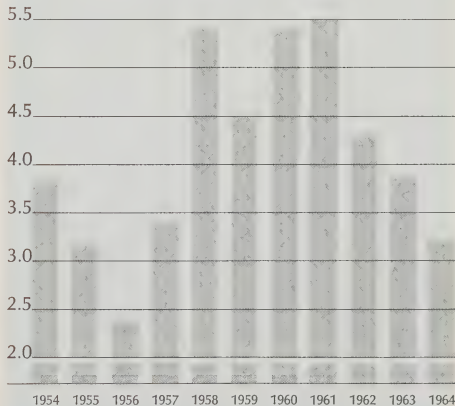
During the year, the Labour Standards Branch provided labour conditions schedules for 393 projects which had a total estimated cost of \$54,850,698.

FIELD OPERATIONS

To provide an efficient coverage and control of workloads and assignments of labour standards investigations, the province is divided into five areas so that the field administrator can direct the activities of five regional supervisors and 35 Labour Standards officers who are actively engaged in continuous spot-checking of business and industry for infractions. The field

Unemployed Rate
in Ontario
per cent

Source: D.B.S.
Labour Force
Bulletin



staff conducts an educational program in regard to the acts and regulations administered by the Labour Standards Branch.

The field staff is also engaged in conducting conferences for Industrial Standards schedules, assisting advisory committees at their monthly meetings, making public appearances and speaking to employee or employer groups and assisting the Legal Branch with information required in cases of prosecutions.

EMPLOYMENT AGENCIES

The licensing and the regulating of employment agencies in Ontario are functions of *The Employment Agencies Act*.

The Act has a broad coverage, being applied to any business which, for a fee, either assists employers obtain employees or helps people find employment. Many different types of businesses perform the services of an employment agency. Some describe themselves as employment agencies, others as nurses' registries, model agencies, personal service bureaus for sitters or homemakers, or businesses specializing in professional areas as well as operating in the employment agency field.

The large volume of activity being conducted under *The Employment Agencies Act* reflects the increasing number of persons engaged in the business of an employment agency. In some cases new firms are being established as employment agencies; in others, firms are extending their services to include those of an employment agency. During the year many businesses were approached to ascertain whether or not any of their activities were those of an employment agency.

Four classes of employment agencies are licensed

under the act by the Supervisor. Class A employment agencies are concerned with finding persons for employment and may charge only the employer a fee. The other three classes — Class B, Class C and Class D — are agencies set up to find employment for persons and a fee is charged only to persons for whom employment is procured and may not exceed fixed limitations.

Class B employment agencies find employment for persons seeking work in any occupation other than as sitters and homemakers; Class C specialize in finding employment for sitters only, and Class D find employment for both sitters and homemakers.

Class A employment agencies have formed the largest single group of employment agencies licensed under the act, representing about 60 per cent of the total 154 licensed agencies operating during 1964-65, while Class D employment agencies accounted for about 28 per cent.

Applications for licences totalled 63 — the second largest number of applications received during a fiscal year. Of these, 46 were for licences to engage in the business of a Class A employment agency, seven for Class B and ten for Class D. There were also 25 applications carried over from the previous fiscal year.

The total of initial licences and renewals issued with an expiry date of March 31, 1965, reached 192, by far the largest number of licences issued in a fiscal year and over 30 per cent higher than the previous peak period of 1963-64.

Four written complaints were received against three employment agencies during the year and all were resolved. There were no hearings or prosecutions.

Labour-Management Relations

The promotion and maintenance of harmonious labour-management relations is the main purpose of both the Labour Relations Board and the Conciliation Services Branch of the Department. Their functions are determined and guided by *The Labour Relations Act* which establishes ground rules for collective bargaining between labour and management.

The Board is primarily responsible for ruling on disputes relative to bargaining rights. Conciliation Services assists in the actual bargaining upon the request of either or both parties when they are unable to reach a satisfactory agreement by themselves.

Ontario Labour Relations Board

The Ontario Labour Relations Board administers a large part of *The Labour Relations Act*, including the following major areas of jurisdiction: certification of trade unions as bargaining agents, termination of bargaining rights, declarations of unlawful strikes or lockouts, complaints of unfair labour practices, and permission to prosecute for alleged violations of the provisions of the act.

The Board consists of a chairman, vice-chairman, four deputy vice-chairmen, four employee representatives, and four employer representatives, all appointed by the Lieutenant-Governor-in-Council. Under the act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division.

During the year, the Board received a total of 1,984 applications and complaints. This was a drop of 477 cases from the fiscal year 1963-64, due to the transfer of conciliation applications from the Board to the Minister of Labour on October 1st, 1964. Excluding conciliation applications filed with the Board prior to this transfer, the total of other applications and complaints rose 10 per cent over the previous year.

BARGAINING RIGHTS

The Board received 946 certification applications —

29 per cent more than in 1963-64. The rise greatly increased the Board's workload in the complex area of bargaining unit determination and the representation phase of certification proceedings. As in previous years, affiliates of the Canadian Labour Congress filed the largest number of certification applications, with 778; international and national trade unions not affiliated with the Canadian Labour Congress filed 153; and independent trade unions contributed the remaining 16.



The proportion of certification applications granted was 72 per cent of the total — the same as in the previous year. Small bargaining units continued to predominate, with about half of the applications granted being for units of 10 or fewer employees. The total number of employees affected in the 660 applications granted was approximately 15,300.

Of the 660 applications granted, 115 were disposed of on the results of representation votes, 5,940 of the 6,010 eligible voters participating in the elections.

During the year 109 applications for termination of bargaining rights of trade unions were received. A carry-over from last year of eight applications brought the total to 117. Of these, 52 were granted, 54 dismissed and four withdrawn. Seven were undisposed of at the end of the fiscal year.

The Board received nine applications for declarations concerning the status of a successor trade union. Affirmative declarations were issued in four cases; one case was dismissed and four were pending at March 31, 1965.

Two applications for declarations concerning the status of successor employers were also received.

During the six months that the Board dealt with conciliation cases — April 1 to Sept. 30, 1964 — it received 596 such applications of which 503 were filed by affiliates of the Canadian Labour Congress.

There were 93 cases carried over from 1963-64, for a total of 689 conciliation applications. Of this number, 634 were referred to the Minister for the appointment of a conciliation officer, 24 were dismissed and 30 withdrawn. One application was still pending at the end of the year.

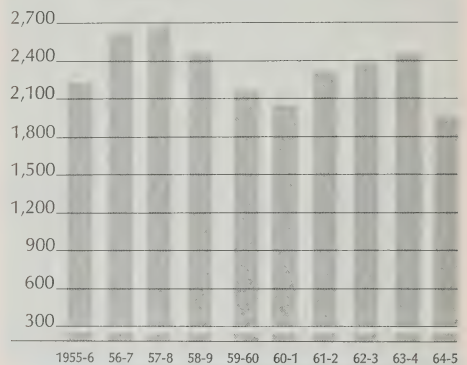
STRIKES AND LOCKOUTS

Thirty-six applications for declarations that strikes were unlawful were received by the Board in 1964-65. Twelve were granted, five dismissed and 19 withdrawn.

As in the previous fiscal year, five applications for declarations that lockouts were unlawful were also filed, of which two were dismissed and three withdrawn.

The Board received 68 applications for consent to institute prosecution, compared to 193 in 1963-64. Of the 1964-65 applications, 34 concerned prosecu-

Applications filed with the Ontario Labour Relations Board by fiscal years



tion of trade unions or persons for allegedly engaging in unlawful strikes, while the remaining 34 were filed by trade unions and employees seeking to prosecute employers for various alleged violations of the Act.

COMPLAINTS OF UNFAIR PRACTICES IN EMPLOYMENT

The Board received 159 complaints of unfair labour practice in employment, the majority of which were filed by trade unions charging that an employee had been unlawfully discharged for trade union activity. A carry-over of 24 cases from the previous year brought the total to 183, of which 167 were disposed of and 16 pending at March 31, 1965.

Of 155 cases alleging unlawful discharge for union activity, 98 were settled in discussions with a Board field officer, 30 were heard and disposed of, 13 dismissed, and 14 withdrawn.

TRUSTEESHIPS

Three statements of trusteeship were filed with the Board and two continuing trusteeships were carried over from the previous year. Three of these trusteeships were discontinued and the others were in effect as at March 31, 1965.

Conciliation Services

The Conciliation Services Branch's main function is to assist labour and management resolve disputes when negotiations between an employer and a union have broken down. The Department provides these services on the request of either or both parties after approval has been granted by the Minister for such services.

An amendment to the Act, effective in October, 1964, gave the power to grant conciliation services to the Minister. Prior to this date, applications for conciliation services required approval by the Labour Relations Board before they were submitted to the Minister.

Conciliation Services are available at two levels. The first is provided by the staff of the Conciliation Services Branch which includes a director and 12 conciliation officers.

At this level, a conciliation officer is appointed to bring the parties together and assist them to reach a mutually satisfactory agreement. Should this attempt fail, *The Labour Relations Act* provides a second level by which the Minister may establish a 'no Board' or a Board of Conciliation consisting of three members as follows: an employer representative, a union representative and a neutral chairman.

The conciliation board's report, seven days after its release by the Minister or seven days after the Minister advises the parties that 'no Board' will be set up, ends the formal proceedings under the Act. If there is still no agreement, the union is free to strike or the employer may lock out employees.

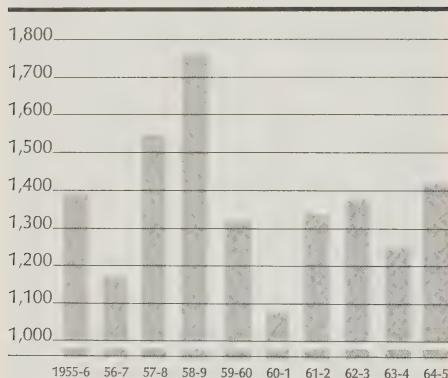
After the formal proceedings have been completed the conciliation officers, on request, often resume

mediation of the dispute. Their efforts at this stage frequently avoid strikes or lockouts or settle them after they have occurred.

Special provisions are made for the construction industry because of the nature of the work. Formal proceedings provide for conciliation service in the normal administrative manner. The officer's report, however, must be submitted to the Minister 14 days after the officer's appointment and specify 'no Board' be granted unless the Minister is requested by both parties to set up a board of conciliation.



Appointments of
Conciliation Officers to
effect collective agreements
by fiscal year



CONCILIATION OFFICERS

Conciliation officers dealt with 1,225 collective agreement disputes during the year, including a carry-over of 133 from the preceding year, all of which involved 1,555 employers and 218,150 employees. The officers were successful in helping to bring about agreements in 491 disputes involving 546 employers and 58,380 employees. An additional 354 disputes were referred to conciliation boards for disposition, while 153 disputes were not recommended for conciliation boards. Eight other disputes lapsed. The remaining 189 had not been disposed of at the end of the year.

In an increasingly important field of activity, post-conciliation, officers were successful in bringing about agreements after a board of conciliation had reported in 17 cases, involving a total of 12,663 employees. In attempts at conciliation following strikes or lockouts, conciliation officers were successful in 28 cases involving 4,502 employees.

CONCILIATION BOARDS

Even when full agreement is not reached at the first level, conciliation officers often bring about agreement in many of the issues dividing the parties with the result that when a dispute comes before a conciliation board, only a few issues remain unsettled.

Of the 384 disputes referred to conciliation boards for disposition, agreements were effected in 42 disputes before conciliation boards were formally established. Boards were formally established in 350 cases, directly involving 413 employers and 109,860 employees. A total of 15 disputes were awaiting the appointment of chairmen at the end of the fiscal year.

In addition to the 350 disputes in which boards were established, another 72 disputes were carried over from the preceding year bringing the total of disputes dealt with to 422, involving a grand total of 498 employers and 122,460 employees.

Conciliation boards achieved agreements directly during the year in 165 disputes involving 192 employers and 24,010 employees. Agreements were indirectly achieved in 181 disputes, involving 216 employers and 84,300 employees; 76 disputes were pending before boards at the end of the fiscal year.



One of the prime concerns of the Department is for the physical safety of the 2,500,000 people who make up the province's work force. Approximately 80 per cent of the Department's legislation deals with safety in areas ranging from the worker on the construction project to the shopper riding the department store elevator and the sports enthusiast on the ski lift.

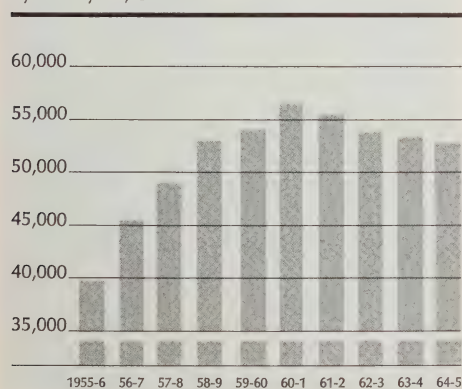
The principal elements of the Department's safety program are legislation, enforcement, research and education.

Virtually all of the safety legislation of the Department has been reviewed, assessed and strengthened. To support this legislation, strict emphasis was placed on enforcement practices during the year. This resulted in a substantial increase in the number of safety officers employed by the Department, more vigorous prosecutions against violators of safety regulations and increased fines for those guilty of infractions.

Originally there was only one branch of the Department concerned with safety; to provide the necessary types of safety inspection required by an expanding industrial economy, this number has been increased to five. The branches responsible for the inspections are: Industrial Safety, Construction Safety, Boiler Inspection, Elevator Inspection and the Board of Examiners of Operating Engineers.

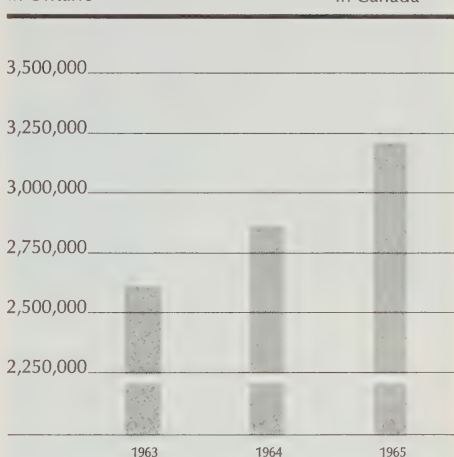
During the year the Industrial Safety Branch was

Inspections of factories, shops and office buildings by fiscal year, Ontario



\$ Value of Construction work performed in Ontario

Source: D.B.S. Construction in Canada



completely re-organized on the framework of the former Factory Inspection Branch. This followed the passing of *The Industrial Safety Act, 1964*, which was a rewriting and updating of *The Factory, Shop and Office Building Act*.

The Department's Safety and Technical Services Division conducts four types of activities in the development and administration of safety legislation: the study of hazards and their control; approval of designs; licensing of installations such as boilers and elevators; and the field enforcement of statutes and regulations.

The Labour Safety Council (composed of qualified representatives of labour and management who evaluate and advise on proposed safety legislation) works with the Department to constantly improve safety legislation and to devise new methods of safety education. The inspectors appointed by municipalities to enforce *The Construction Safety Act* and *The Trench Excavators' Protection Act* assist the Department in this development and improvement.

The Department's programs are augmented by the Workmen's Compensation Board and by accident prevention associations.

Industrial Safety Branch

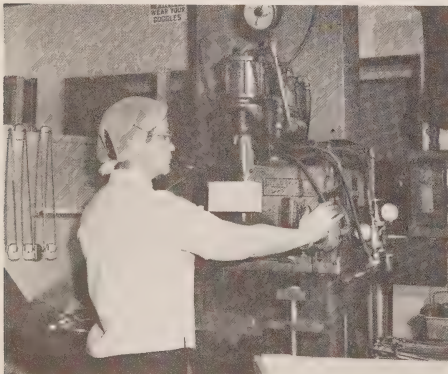
One of the most important developments in safety legislation during 1964-65 was the complete re-writing and updating of *The Factory, Shop and Office Building Act* and its change of name to *The Industrial Safety Act*.

The name of the branch responsible for administering the act and its regulations was consequently changed to the Industrial Safety Branch. The Factory Inspection Branch and the Engineering Services Branch were amalgamated under it.

Among the many changes in *The Industrial Safety Act*, the most important were:

- (a) inclusion of minimum requirements in the regulations;
- (b) inclusion of provincial crown corporations, laundries in institutions and self-employed persons under jurisdiction of the act;
- (c) placement of responsibility on the employer for the safe condition of his industrial establishment; and
- (d) requirement for employees to wear and use safety clothing as outlined in the regulations.

The growth of the province's economy was reflected in statistics of the Engineering Section which examines and approves drawings and specifications for new industrial and commercial buildings and projects and also inspects the completed work. The Division is concerned with the elimination of hazards to health and safety in new buildings.



During the year, 3,262 projects were approved — an increase of 12 per cent over the previous record-breaking year. The projects represented an estimated value of \$398,360,400 — an increase of 52 per cent over the previous year and also a record. Approvals of projects valued at \$100,000 or more reached a new high of 578.

Two changes were made in the act regarding the approval of drawings and specifications of these buildings. These made provision for the granting of preliminary approvals for buildings built for speculation, and also for approval of equipment and machinery that may be designated by the regulations.

The new act and regulations also required employers to report all lost-time accidents by which employees are prevented from earning full wages for more than two calendar days instead of three. This resulted in an increase in the number of accidents reported for the second consecutive fiscal year. The number of accidents reported was 19,391.

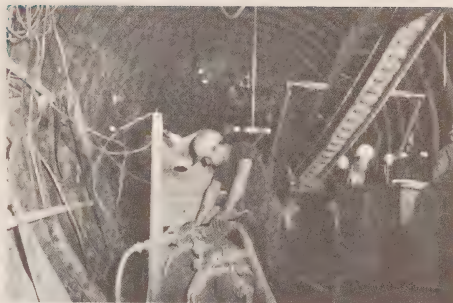
A total of 54,471 inspections were carried out and 29,357 directives issued on the guarding of machinery, ventilation, sanitation and welfare, exits, personal protective devices and other safety or health hazards.

Construction Safety

The safety of workmen on construction projects throughout Ontario is the concern of the Construction Safety Branch. The branch's own inspectors, and the municipally-appointed inspectors whom they advise and assist, are continuously advising both the employer and the workman on construction projects about the regulations of *The Construction Safety Act* and the steps which must be taken to implement these regulations. In 1964-65 there were 250 municipally-appointed inspectors enforcing *The Construction Safety Act* and more than 1,000 enforcing *The Trench Excavators' Protection Act*. Both acts are administered by this Branch.

Safety officers of the Branch carried out inspections in the municipalities of the Northern territorial districts with less than 5,000 population and in territory without municipal organization. In the other municipal areas and counties of Southern Ontario, the work is done by construction inspectors who are appointed by local governments as required by law.

During the 1964-65 fiscal year, 133,232 inspections of construction sites were made which resulted in 153 charges being laid and 61 convictions. Stop-work orders were issued in 1,800 cases of dangerous working conditions. Orders to correct unsafe conditions numbered 10,334.



To ensure uniform and effective enforcement of the act, Branch safety officers instructed, advised and assisted municipally-appointed inspectors, making regular visits to each municipality to carry out joint inspections and discuss interpretations and policy matters with local authorities. These visits became increasingly necessary because of the amendments to the act which broadened its application and clarified a number of points which had arisen since its last amendment in 1962-63.

The inspection and enforcement of the requirements of *The Trench Excavators' Protection Act* are carried out by over 1,000 municipal trench inspectors appointed by 938 local municipalities. Amendments to the act were introduced into the Legislature to require, among other things, that provincial inspectors shall advise, assist and instruct the municipal trench inspectors; that an annual report must be prepared by the senior municipal trench inspector giving statistical information on length of trenches; that the number of inspections and other relevant data must be recorded; and that the chief officer of the Branch must receive from the constructor a copy of notices of intention to excavate a trench when the trench is over 100 feet long. These amendments will enable the preparation of statistical information useful for organizing inspection activities and assessing the effectiveness of the legislation.

During the year, the Branch's four inspectors of caissons made 2,832 inspections on 362 underground projects. Included were inspections of 177,580 linear feet of tunnelling.

Elevator Inspection Branch

The Elevator Inspection Branch inspects elevators, lifts, ski tows, and ski lifts, investigates failure of equipment or accidents arising from their use and issues licences for the operation of all elevating devices. It also registers all persons engaged in manufacturing, installing, testing or otherwise working on elevators and lifts and is responsible for the examination and approval of drawings and specifications for proposed, new or altered installations.

This Branch is also responsible for the administration of *The Construction Hoists Act, 1960-61*, under which it inspects all construction hoists, issues licences for their operation and investigates failure of equipment and accidents on hoists. Additionally, the Branch examines and is responsible for approval of all drawings and specifications for workmen's hoists.

For inspection purposes the province is divided into twelve districts and an inspector is assigned to each district.

Seven inspectors operate from the Department of Labour office in Toronto, two from the Ottawa office, and one from each district office in Hamilton, London, Port Arthur and Kitchener. The city of Toronto is divided into six districts.



In addition to this, all Toronto inspectors make inspections in areas outside the Metropolitan area. The seventh inspector in Toronto has been operating without a specific district. His technical knowledge of engineering matters, drawings and designs has been used where such knowledge is required in connection with new installations, altered installations, or special circumstances.

In addition to its inspectors, the Branch has two professional engineers who examine drawings and specifications of new installations and major alterations to elevators and lifts. They also examine and study drawings and specifications of workmen's hoists, and inspect new and existing installations where their opinions are required on technical parts or engineering.

A total of 6,727 inspections were carried out during the year — a decrease of nine per cent from the previous year. 12,041 directions were issued for improvements or licensing, of which 5,854 were for freight elevators and 4,426 for passenger elevators. 85 installations were shut down until unsafe conditions were remedied and 33 were closed permanently.

Inspections of construction hoists totalled 1,370. As a result, 3,057 directions were given for improving or licensing of hoists.

Boiler Inspection Branch

A record total of 45,319 inspections of boilers, pressure vessels and plants were made by the staff of the Boiler Inspection Branch, an increase of 6.2 per cent over the previous year. New design approvals for boilers, pressure vessels, plants and their fittings totalled 2,435, also a new high.

Inspections of equipment, however, is only a part of the work done by the Branch. It is becoming more involved in development work connected with the use, welding and general service qualities of the many new materials now used and proposed for use in the generation of atomic energy, large thermal generating stations, and in the chemical industry.

Nineteen district offices have been established in order to efficiently serve industry in all parts of Ontario. The offices are located in Belleville, Cornwall, Durham, Hamilton, Kingston, Kitchener, London, Orillia, Ottawa, Peterborough, Port Arthur, Sarnia, Stratford, St. Catharines, Sudbury, Sault Ste. Marie, Timmins, Toronto and Windsor.

Revenue for the Branch was \$290,699, compared to \$280,759 the previous year.

First certificates of competency were issued to 22 persons qualified to conduct boiler inspections, and 212 renewal certificates were issued. The number of welders tested reached a new high of 7,114. A total of 540 persons, engaged in oil and gas line construction were tested.

Branch inspectors were called upon to investigate 38 accidents and explosions during the year. Of these, five were associated directly with the pressure parts of boilers and five with pressure vessels. The remainder were furnaces and miscellaneous equipment. After each investigation, suitable recommendations were made to prevent further failure. A total of 19 boilers and 41 pressure vessels were condemned.



Board of Examiners of Operating Engineers

The responsibility for ensuring that competent and properly qualified personnel are in charge of the operation of equipment such as stationary engines, compressors and turbines, boilers, hot water units and hoisting equipment is one of the principal functions of the Board of Examiners of Operating Engineers.

The Board is appointed by the Lieutenant-Governor-in-Council under *The Operating Engineers Act*. At March 31, 1965, the Board was composed of four members; one is designated as chairman of the Board and all are officers of the Department and full-time civil servants. The Board's staff included six inspectors at March 31, 1965.

It is the duty of the Board to conduct examination of applicants for certificates of qualification as operating engineers or operators and to report on the examinations to the Minister of Labour with its recommendations. The Board also administers and enforces *The Operating Engineers Act*. Another important part of the Board's work is the registration of plants and the inspection of premises where a plant is being installed or operated.

The number of certificates of registration issued to plant owners totalled 1,020 during 1964-65, as compared with 677 for the previous fiscal year. At March 31, 1965, there were 5,246 plants registered with the Board.

EXAMINATIONS

The number of applicants for certificates of qualification as operating engineers or operators examined by the Board increased slightly during the last fiscal

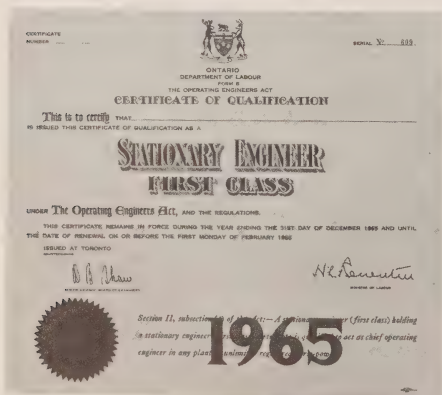


year but showed a big decrease from comparable figures of five years ago. The decrease may be partially attributed to the increased use of packaged boilers of a low horse-power rating and the growing practice of registering separately all plants on the same premises.

The Board continued its work of revising material relating to the examination of operating engineers and operators. The text book, 'Basic Power Plant Engineering,' was revised and re-issued in August 1964, 4,000 copies being printed. The 'Operating Engineers Handbook,' first published in the fiscal year 1959-60, was reprinted during the year. This publication has been widely distributed throughout the world to other governments and organizations concerned with safety and engineering problems. Approximately 37,000 copies have been distributed since the first printing.

The total number of certificates of qualification issued to operating engineers and operators rose during the fiscal year 1964-65 to a record 26,883, surpassing the previous peak reached in 1961-62. Of these, 24,663 were renewal certificates.

During the fiscal year the Board received reports of 813 violations of the act and regulations. The majority of violators were co-operative in making whatever changes the Board advised necessary and 735 of the violations were corrected during the year.



Basic protection from discrimination in employment, housing, public accommodation and publication is provided for all persons in the province by *The Ontario Human Rights Code* which is committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, color, nationality, ancestry or place of origin.

Responsibility for the administration of the Code rests with the Human Rights Commission composed of five persons: a chairman, secretary and three members.

The objectives of the Commission are furthered through an active program of education, research and conciliation conducted by its permanent administrative staff consisting of a director and two human rights officers. In addition, university students in the social sciences are hired to assist the staff during the summer months.

Infractions of the code and all questions relating to human rights matters are brought to the attention of the Commission and its administrative staff through formal complaints and deputations forwarded by interested organizations and individuals. All complaints of infractions are thoroughly investigated and settled through conciliation, boards of inquiry and, if necessary, prosecution.

Human Rights officers investigate the formal complaints of discrimination and use persuasion to bring about compliance with the Code. On occasion they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour and welfare groups in planning such activities as conferences and seminars, deliver speeches and take part in private and public discussions in order to overcome prejudice and discrimination.

CASES INVESTIGATED

The Commission continued its successful conciliation record during the year, resolving 106 of the

122 formal cases handled without recourse to prosecution. Sixteen cases were carried over into the next fiscal year. This case-load represents an increase of approximately a third of the cases investigated the previous year.

An additional 62 informal complaints of forms of discrimination not covered by present legislation were handled, bringing the total number of investigations to 184.

FAIR EMPLOYMENT

Discrimination in employment is forbidden under *The Human Rights Code* in such practices as hiring, discharging or promotion within a company having five or more employees. Trade unions are similarly prohibited from discrimination with regard to membership. In employment application forms or oral inquiries it is forbidden to seek information about an applicant as to his racial, religious or national origin. The Code also prohibits employment advertising which indicates discrimination.

The agreement between the Commission and the Association of Professional Placement Agencies and Consultants (APPAC), instituted last year and aimed at preventing clients of these private employment agencies from using association members for discriminatory practices, continued to draw favourable results.

Sixty-three private employment agencies throughout the province responded to the Commission's efforts to recruit their support by signing similar agreements during the year.

The Commission processed 88 formal charges in employment, 53 of which dealt with discriminatory employment application forms, nine with discriminatory advertising and two with disallowed oral or written inquiries. Most businesses co-operated in correcting the offending forms and/or giving the Commission assurances of future compliance with the Code and these cases were closed. Of the 24 other cases in which the complainants charged that

they were either refused employment or discharged, unfairly treated or discriminated against, 19 were settled or dismissed and three were carried over into the next fiscal year.

One board of inquiry was held during the year, involving two charges against the same employer of alleged refusal to employ applicants because of their race and colour. This matter was successfully conciliated by the Board and the employer offered positions to the complainants who were initially refused.

FAIR REMUNERATION

Thirteen complaints were submitted by female employees pertaining to the human rights legislation which entitles employed women to receive pay equal to that of men performing the same work in the same establishment. In six of these cases the complainants withdrew their complaints. In the remaining seven the Commission is seeking to conciliate the matter between the complainants and their employer.

FAIR ACCOMMODATION

Five complaints were investigated under the section of the Code which prohibits discrimination in places to which the public is customarily admitted, such as hotels, resorts, restaurants, barbershops and beauty parlors. These complaints involved a cottage resort, a public transportation company, a tavern, a barbershop and a restaurant.

Four cases were resolved through the process of conciliation and one, against a cottage resort proprietor, was settled by a Board of Inquiry.

EQUAL RIGHTS IN HOUSING

The section of the Code which prohibits discrimination in apartment buildings of more than six units was cited in 13 complaints, charging that the complainants had been denied an apartment or discriminated against with regard to a term or condition of occupancy of an apartment because of their race or colour.

Eight cases were settled when the owners offered accommodations to the complainants, four cases were dismissed and one case was continued into the next fiscal year.

FAIR PUBLICATION

Only three cases of unfair publication were brought to the attention of the Commission. One involved the owner of a resort lodge who had discriminatory advertising in his establishment's brochures and the other two involved a window-cleaning firm and a

retail store indicating a discriminatory employment policy in their advertising. The cases were settled with the revision of the wording in the brochure and advertising.

MISCELLANEOUS COMPLAINTS AND REFERRALS

The Commission handled 389 miscellaneous complaints and referrals during this fiscal year. These cases represent difficulties that may be broadly interpreted as human rights, human relations and civil rights problems that do not fall within the purview of the Code.

Complainants in such cases have been referred to the proper government (federal, provincial or municipal) office, community, welfare or mental health agency for attention.

EDUCATION PROGRAM

The education program of the Commission continued to expand throughout the year through the preparation and distribution of pamphlets and through public appearances, meetings, displays, conferences and a series of film programs. A major community educational program was established at Windsor in April when the Commission assisted a committee of community leaders in organizing a two-day conference on Human Rights. The committee, as a result of the success and recommendations of the conference, established the Windsor and District Institute for Human Rights — a permanent body whose purpose is to carry on educational work and to refer cases of discrimination to the Commission.





A series of Human Rights film programs was inaugurated. Representatives of organizations in various segments of the community were invited to see them and to discuss how the films could be used by their own organizations. Among those attending were representatives of the Christian Family Movement and Toronto officers of the Ontario Public School Men Teachers' Federation and the Federation of Women Teachers' Association of Ontario.

One new film, 'The Transition,' dealing with problems of urban adjustment faced by Canadian Indians, was purchased and added to the Commission's film library.

Two issues of the Commission's official bulletin *Human Relations* were distributed to a mailing list of over 100,000. The December 1964 issue, devoted to the general theme 'Social Justice for Canada's Indians,' was particularly well received.

The Commission's concern for Canadian Indians was also reflected in its participation in several workshops and conferences of the Indian-Eskimo Association of Canada held in Kenora, Sudbury, Wallaceburg and London, and in the Third Annual Georgian Bay Area Indian Folk School held in Wiarton.

Four new publications were issued during the fiscal year:

Serving the Public — a leaflet regarding the effects of fair accommodation practices, intended to answer questions on the part of tourist resort operators and proprietors of places of public accommodation.

Human Rights and Race Relations — A Bibliography — an annotated list of official publications and books prepared in co-operation with the University of Toronto's Department of Sociology.

Declaration of Equal Employment Opportunity — a brochure describing the agreement signed between the Commission and the Association of Professional Placement Agencies and Consultants.

Human Rights in Ontario — French edition. This comprehensive pamphlet, summarizing the provisions of the Code and outlining the activities of the Commission and the role of the community in furthering Human Rights in Ontario, was made available in French.

In addition, the first issue of a newsletter, entitled *Special Announcements*, was prepared and mailed to the special mailing list. It is planned to distribute this occasionally through the year, between the regular issues of *Human Relations*.

The Commission's staff carried out 53 speaking engagements in different towns and cities and made five radio and television broadcasts throughout the year.

Displays and exhibits played an increasingly important part in the Commission's program of public education. The Commission participated in 20 exhibitions including the Canadian National, the Central Canada and the Lakehead exhibitions.

Almost 3,000 requests for information and literature were received from schools, churches, labour organizations, social agencies, business firms and others, and approximately 180,000 pieces of literature were distributed in addition to the regular mailing of the official bulletin.

The Commission continued to meet and confer with community leaders in different centres of the province and to participate in conferences relating to Human Rights or providing opportunity for Human Rights educational activity. It also played an active role at the International Meeting of Human Rights administrators held in Minnesota in June 1964.

RESEARCH

The Commission co-operated with the School of Social Work, University of Toronto, in permitting six students to write their master of social work dissertations on the Commission's conciliation and education programs. Copies of these are now available in the newly formed Commission research library. The study findings have given considerable guidance to the Commission in strengthening its administrative and educational programs.

Women comprise approximately 31 per cent of Ontario's labour force and their numbers continue to increase.

Every decade since 1941, married women have doubled their participation in the labour force to the point where one married woman in four is now at work. The Economic Council of Canada predicts that by 1970 the ratio will be increased to three out of ten and that the percentage increase in women workers will exceed that of men.

In recognition of this large and growing segment of our labour force, the Women's Bureau of the Department of Labour was established in September 1963. It is, in effect, a channel of communication between women and the Department in which information flows both ways. Through studies it is able to advise the Department in matters relevant to working women such as employment trends, job training and pertinent legislation. Through publicity it is able to advise women about areas of employment, available training opportunities and how relevant legislation affects them.

LEGISLATIVE STUDY

During the year under review, the Women's Bureau conducted a survey of provincial labour legislation oriented towards women in Canada's ten provinces. It consisted of a comparison of selected laws and regulations and orders in each province, showing any different treatment for men and women employees and variations by province.

The survey showed that Ontario's legislation with respect to women ensures broader equality and opportunity for women who work in the province.

In fact, of all women who work in Canada, 40 per cent earn their living in Ontario.

The future for clerical workers was examined. At present two out of three clerical workers are women. Although they work in every kind of setting, they tend to concentrate in certain industries. Women clerical workers are 40 per cent of the total workers in insurance, 13 per cent of the workers in public administration and 11 per cent of all employees in trade. Clerical work for women is an urban occupation — 79 per cent being employed in our cities.



Although future growth will continue, the expansion of clerical jobs will be slower than in the past. In addition, new clerical jobs will be more machine-oriented as further mechanization and automation systems are extended.

Part-time employment, training needs, and child care services in the community were among other studies made by the Bureau.

INFORMATION SERVICES

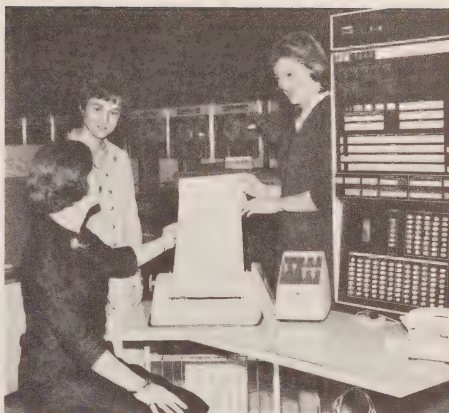
The staff of the Bureau consisting of the director, a research officer and public information officer were in constant demand as speakers and resource personnel for conferences and meetings and, together with women's groups, assisted in studying special situations involving women workers where family responsibilities were involved.

Three pamphlets were prepared by the Women's Bureau in the last year: 'How to Find The Job You Want' is a guide to job-finding for women seeking employment; 'Who Are Ontario's Working Women' gives facts about the make-up of the labour force; and 'Women At Work' describes the services and functions of the Women's Bureau.

As a special project, the Women's Bureau conducted an employment survey at the Canadian National Exhibition. The questionnaire technique was employed to interview 3,500 women about their employment attitudes and expectations. The results provided a great deal of insight into the work lives of women, into their thinking about training and the problem of working and providing day care for children.

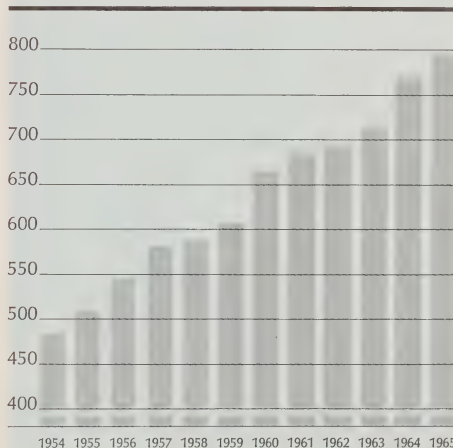
The main finding indicated a trend for the mature woman between the ages of 35 and 54, whose children have reached the age where they need less intensive care, to re-enter the labour force, preferably on a part-time basis.

A full and complete report entitled 'What Do Women Think About Working' summarizes the findings of this unique survey and was published in booklet form by the Bureau.



Women in the Labour Force, Ontario annual average

Source: D.B.S.



With an ever-increasing emphasis on amateur sports, the Ontario Athletics Commissioner this past year intensified efforts to promote greater participation of young people in track and field events and provided assistance to more amateur athletic associations and athletes than ever before.

The Commissioner assisted in organizing ten new track and field associations, increasing the number from 70 to 80. Special emphasis was placed on the participation of girls to compensate for the relatively limited opportunities available to them in other forms of athletics. Additional equipment, which helped create a substantial increase in the number of people participating in these sports, was provided to the new and established associations.

As in past years, new equipment was donated to bona fide associations sponsoring such minor amateur sports as baseball, basketball, boxing, football, hockey, lacrosse, soccer, tennis, volleyball and wrestling. Approximately 1,000 associations with a membership of 58,000 athletes were assisted during the year compared to 925 associations and 55,000 members in the previous year.

Crests, medals and trophies were given to individuals and teams winning Ontario championships. Donations of equipment and awards represented an expenditure of about \$44,000.

From its establishment in 1920 — primarily for the purpose of supervising boxing and wrestling in

the Province — the office of the Athletics Commissioner has developed until now most of its time and budget are devoted to promoting, encouraging and assisting organized minor amateur sports and its associations.

The philosophy underlying this change in emphasis developed from the conviction that such a program not only provides for the physical development of our young people but also effectively reduces delinquency and produces more useful citizens for society.

The Commissioner is responsible to the Minister of Labour and the office has been a part of the Department since 1951. Previously the office had operated from time to time under the authority of the Attorney General, the Department of Health and the Department of Education.

FINANCIAL ASSISTANCE

In addition to assistance in the form of equipment and awards, the Commissioner also makes grants to the three Ontario branches of the Amateur Athletic Union of Canada. All three — Central, Thunder Bay and South-Western — were given \$400 each with an additional donation of \$90 to South-Western to help defray the expenses of H. Vanderwol who competed in the 3,000 metre steeplechase in Europe.

Other grants included: \$500 to the 91st Highlanders Athletic Association in Hamilton, towards repair of their indoor wooden track; \$500 to the Ontario Badminton Association, to help defray the cost of the Ontario team competing at the Canadian Badminton Championships held in Edmonton; \$350 to the Toronto Grenadier Speed Skating Club, to assist in holding the Canadian Open Speed Skating Championships; and \$324 to the Lakeshore Skating Club, to send three competitors to the Canadian Figure Skating Championships in Calgary.

Grants made during the year totalled \$2,964 compared to \$17,400 for last year when \$15,000 was granted to the Canadian Olympic Association as Ontario's contribution toward the winter and summer Olympic Games.

Revenue was up more than \$2,000 from last year due, primarily, to an increase in attendance at wrestling bouts. Tax receipts from boxing and wrestling events amounted to \$11,295 and fees for 906 boxing and wrestling licences issued brought a further \$6,260 for a total revenue of \$17,555 as compared to \$15,372 for the previous fiscal year.



Tables

Unless otherwise stated, the tables refer to the fiscal year ending March 31, 1965 and the term 1965 means the fiscal year ending March 31, 1965.

A — Industrial Training Branch

- A-1 Report of Contracts of Apprenticeship in Trades with Regulations
- A-1a Report of Comparative Apprentice Registrations in Trades with Regulations
- A-2 Summary Report of Examinations for Certificates of Qualifications
- A-3 Department of Labour Certificates of Qualifications Issued
- A-4 Licences Issued to Private Trade Schools
- A-5 Revenues Derived from Fees
- A-6 Report of Contracts of Apprenticeship in Trades without Regulations

B — Ontario Labour Relations Board C — Conciliation Services

- B-1 Summary of Cases Dealt with by the Board
- C-1 Appointments of Conciliation Officers to Effect Collective Agreements and Appointments disposed of by Conciliation Officers under the Labour Relations Act 1965

- C-2 Establishment and Operation of Conciliation Boards Under the Labour Relations Act 1965

D — Industrial Safety Branch

- D-1 Industrial Accidents by Cause, Industry and Sex
- D-2 Report of number of Inspections by Industry — 1965 (tables D-2 to D-2b are based on reports of Inspections)
- D-2a Directions of Inspectors to Employers under the Industrial Safety Act
- D-2b Distribution of Employees in Industry
- D-3 Permits issued for the Employment of Homeworkers by Industry
- D-4 Number and Estimated Values of Approved Plans of Buildings

Tables

Unless otherwise stated, the tables refer to the fiscal year ending March 31, 1965 and the term 1965 means the fiscal year ending March 31, 1965.

E – Elevator Inspection Branch

- E-1 Report of Number of Inspections of Elevating Devices
- E-2 Certificates of Competency Issued
- E-3 Licences Granted, Suspended and Transferred Under the Elevators and Lifts Act
- E-4 Drawings and Specifications of Elevating Devices Approved
- E-5 Number of Persons Reported Injured in Accidents on Elevating Devices, by Injury and Sex
- E-5a Investigations of Accidents Reported Causing Injury
- E-5b Twenty Causes of Escalator Accidents causing Injury
- E-5c Accidents Reported During the Fiscal Year
- E-6 Report of Annual Registration of Contractors
- E-7 Revenue Earned — 1964-1965 under the Elevators and Lifts Act
- E-8 Construction Hoists Act
- E-8a Report of Number of Inspections of Construction Hoists
- E-9 Licences Granted, Suspended and Transferred
- E-10 Drawings and Specifications of Construction Hoists Approved
- E-11 Number of Persons Reported Injured in Accidents on Construction Hoists by Injury
- E-12 Investigations of Accidents Reported Causing Injury
- E-13 Revenue Earned

F – Boiler Inspection Branch

- F-1 Inspections
- F-2 Certificates of Inspection and Certificates of Approval Issued
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G – Board of Examiners of Operating Engineers

- G-1 Report of Examinations by Place and Classification of Certificate of Qualification Applied For
- G-2 Certificates of Qualification Issued and Refused
- G-3 Statement of Revenue and Refunds

H – Construction Safety Act — 1961-62

- H-1 Municipalities where Inspectors appointed as of March 31, 1965
- H-2 Inspections, The Trench Excavator's Protection Act
- H-3 Inspections, The Construction Safety Act — 1961-62
- H-4 Inspections of Underground Work Projects (Ontario Regulation 100/63)

I – The Ontario Human Rights Code

- I-1 Summary of Complaints in Respect of Employment, Public Accommodation, Publications and Housing

J – Athletics Commissioner

- J-1 Statement of Revenue

A — Industrial Training Branch

**Table A-1 — Report of Contracts of Apprenticeship,
in Trades with Regulations**

Trade	Active Apprentices April 1/64	During Fiscal Year				Active Apprentices March 31/65
		Registrations	Completions	Completions without Certificate	Cancellations	
Building Trades	2,930	1,434	530	181	261	3,392
Bricklayer	69	60	6	....	17	106
Carpenter	197	148	37	8	18	282
Electricians	1,109	525	202	76	59	1,297
Mason	2	10	....	....	....	12
Painter and Decorator	54	72	1	1	21	103
Plasterer	25	37	6	....	7	49
Plumber	734	270	126	59	62	757
Sheet Metal Worker	519	220	105	36	50	548
Steamfitter	221	92	47	1	27	238
Motor Vehicle Repairer	4,341	2,083	804	39	464	5,117
Branch A — Motor Mechanic	3,557	1,632	627	31	363	4,168
Branch B — Body Repairer	736	437	165	8	96	904
Branch C — Electrical and Fuel Systems Repairer	48	14	12	....	5	45
Worker in Air Conditioning and Refrigeration	57	43	9	....	6	85
Barber	203	100	30	4	28	241
Hairdresser	778	527	170	22	191	922
Cook (Chef) .....	....	55	....	....	....	55
Watchmaker .....	....	1	....	....	....	1
Total	8,309	4,243	1,543	246	950	9,813

**Table A-1a — Report of Comparative Apprentice Registrations
in Trades having Regulations**

Fiscal Year Ending March 31st	Registrations	Certificates Issued	Completions without Certificate	Cancellations	Active Apprentices
1956	1,531	1,073	70	466	5,309
1957	2,046	1,159	105	560	5,531
1958	2,089	992	290	562	5,776
1959	2,064	879	305	519	6,137
1960	2,280	910	210	497	6,800
1961	2,261	1,295	256	561	6,949
1962	2,332	1,442	186	730	6,923
1963	2,682	1,469	104	825	7,207
1964	3,241	1,316	85	738	8,309
1965	4,243	1,543	246	950	9,813
Totals 1928-1965	43,979	20,930	2,473	10,517	

**Table A-2 — Summary Report of Examinations
for Certificates of Qualification**

Trade	Examinations Conducted		Candidates Examined			Total
	At Toronto	At Other Centres	Apprentices	Students	Journeymen	
Motor Vehicle Repairer	297	161	1,008	....	2,694	3,702
Barber	28	55	38	181	405	624
Hairdresser	125	80	207	1,761	717	2,685
Total	450	296	1,253	1,942	3,816	7,011

Table A-3 — Department of Labour Certificates of Qualifications Issued

	After Exam	Without Exam	Renewals	Cancelled	Dupli- cates	Misc.	Reciprocal	Total
Motor Mechanics	2,348	1	31,036	41	22	2	6	33,456
Hairdressers	1,915	87	16,875	12	29	....	6	18,924
Barbers	473	171	6,833	1	11	1	....	7,490
Watch Repairers .....	....	402	....	....	....	....	....	402
Const. Electricians .....	....	126	....	....	....	....	....	126
Total	4,736	787	54,744	54	62	3	12	60,398

Combined Figures — Certificate Writers and Industrial Training Br.

Table A-4 — Licences Issued to Private Trade Schools

Trade	Trade Schools			Academies of Advanced Training		
	New	Renewed	In Force December 31, 1964	New	Renewed	In Force December 31, 1964
Barber	4	4	....	1	1
Hairdresser	23	23	....	6	6
Total	27	27	....	7	7

Table A-5 — Revenues Derived from Fees

Source	Gross Revenue	Refunds	Net Revenue
Examinations and Certificates of Qualification			
Motor Vehicle Repairer	\$209,072.50	\$ 587.15	\$208,485.35
Barber	43,086.00	84.40	43,001.60
Hairdresser	121,452.20	867.99	120,584.21
Electrician	7,020.00	....	7,020.00
Plumber	1,150.00	....	1,150.00
Refrigeration	825.00	....	825.00
Sheet Metal Worker	770.00	....	770.00
Watch Repairer	3,219.00	....	3,219.00
Other Trades	540.00	30.00	510.00
Private School Licenses			
Barber	25.00	....	25.00
Hairdresser	145.00	....	145.00
Student Fees			
Barber	75.00	....	75.00
Hairdresser	975.00	....	975.00
Apprenticeship Registration	9,660.00	40.00	9,620.00
Total Fees	398,014.70	\$1,609.54	\$396,405.16
Miscellaneous	2,390.77	1,695.32	695.45
Total Revenue	\$400,405.47	\$3,304.86	\$397,100.61

**Table A-6 — Report of Contracts of Apprenticeship
in Trades without regulations**

	Registrations		Cancellations		Completions		Active
	During Year	Total	During Year	Total	During Year	Total	
Plant Bricklaying .....	....	3	....	2	....	1	....
Cabinet Making	7	39	1	11	1	15	13
Plant Electrician	31	451	9	74	34	306	71
Welding	15	76	2	15	2	34	27
Pattern Making	19	60	2	14	4	25	21
Machine Fitting	3	8	....	....	....	4	4
Draftsman	7	31	....	12	....	7	12
Printing	27	67	3	12	....	12	43
Tool & Die Making	400	844	15	92	42	217	535
Machinist	109	526	17	122	18	213	191
Gas Fitting .....	....	3	....	....	....	3	....
Stone Cutting .....	....	2	....	2	....	....	....
Baker	1	2	....	....	....	....	2
Ships Joiner .....	....	7	....	3	1	4	....
Boat Building	1	4	1	2	....	1	1
Moulding	3	34	1	15	1	9	10
Furniture Finishing .....	....	2	....	1	....	1	....
Automotive Machinist	5	42	3	11	2	21	10
Painting & Decorating .....	....	1	....	....	....	1	....
Druggist .....	....	2	....	2	....	....	....
Sign Painting	1	7	1	3	....	1	3
Marine Motor Mechanic	1	3	1	3	....	....	....
Core Maker	1	8	....	1	....	6	1
Brass Finisher .....	....	4	....	3	....	1	....
Coppersmith .....	....	15	....	7	....	8	....
Armature Winding & Motor Repair ..	11	72	2	24	2	35	13
Pyrometrician .....	....	1	....	1	....	....	....
Marble & Tile Setting .....	....	7	1	2	1	4	1
Marine Steelworker .....	....	2	....	1	....	1	....
Diesel Service Mechanic	7	17	....	1	....	9	7
Photo Engraving	2	7	....	4	....	1	2
Woodworking	6	228	1	85	3	135	8
Jeweller	1	6	....	2	....	1	3
Ornamental Blacksmith .....	....	5	....	3	....	2	....
Lather	13	280	4	55	9	171	54
Glove Cutting .....	....	2	....	2	....	....	....
Canvas Goods .....	....	2	....	....	....	2	....
Compositor .....	....	3	....	....	....	3	....
Automobile & Tractor Mechanic	1	2	....	....	....	1	1
Pipe Fitter	7	69	9	20	6	25	24
Glass Beveling .....	....	1	....	1	....	....	....
Dressmaking .....	....	3	....	1	....	1	1
Plant Sheet Metal	7	39	....	3	3	27	9
Plant Plumber .....	....	25	....	2	....	22	1
Plant Carpenter	1	12	....	1	....	9	2
Plant Painter & Decorator .....	....	5	....	....	....	5	....
Assistant Dyer (Hosiery) .....	....	2	....	2	....	....	....
Journeyman Machine Adjustor .....	....	3	....	1	....	2	....
Instrument & Toolmaker .....	....	51	....	1	3	34	16
Refrigeration & Air Conditioning ....	....	5	....	2	....	3	....
Process Instrument Mechanic .....	....	34	....	6	2	28	....
Sheet Metal Fabricator	1	8	....	....	....	5	3
Elevator Mfg. Mechanic .....	....	1	....	1	....	....	....
Metalsmith .....	....	1	....	1	....	....	....
Electric Winding & Maintenance	2	15	....	2	....	10	3
Pulp & Paper Technician .....	....	16	....	4	....	12	....
Platework .....	....	9	1	2	....	5	2
Electric Arc Welder .....	....	1	....	1	....	....	....
S. S. S. Drafting	5	201	....	31	7	157	13
Ship Fitter	1	9	1	3	....	3	3
Millwright	47	153	8	31	12	37	85
Boilermaker .....	....	9	....	2	1	5	2
Tool Designer .....	....	4	....	....	....	3	1
Automatic Screw Machine Set-Up	4	9	....	1	....	2	6
Steelworker .....	....	3	....	2	....	1	....
Roll Turner	1	19	1	3	1	15	1

**Table A-6 — Report of Contracts of Apprenticeship
in Trades without regulations**

	Registrations		Cancellations		Completions		Active
	During Year	Total	During Year	Total	During Year	Total	
Instrument Repairman	3	55	....	9	4	34	12
Plant Steamfitting	2	14	....	3	....	5	6
Stokes & Smith Mechanic .....	....	1	....	....	....	1	....
Elect. Apparatus Repair Electrician .....	....	16	....	4	....	8	4
Blacksmith .....	....	4	....	....	....	2	2
Steam Power House Mech. ....	....	8	....	....	....	6	2
Foundryman .....	....	2	....	1	....	1	....
Electronic Instrument Mechanic	3	8	....	2	1	2	4
Instrument Fitter .....	....	2	....	2	....	....	....
Mechanical Fitter	1	9	....	1	1	5	3
Shoemaking .....	....	10	....	3	2	6	1
Iron Worker	3	12	....	4	....	4	4
Industrial Instrumentation .....	....	2	....	....	....	2	....
Prod. Methods & Administration .....	....	9	....	....	1	9	....
Stationary Engineering .....	....	1	....	....	....	1	....
Chair Frame Maker .....	....	1	....	1	....	....	....
Textile Hosiery Knitting							
Machines Adjustor .....	....	8	....	3	....	5	....
Oil Burner Mechanic	3	4	....	....	....	1	3
Tube Fitter .....	....	1	....	....	....	1	....
Metallurgical Technician .....	....	2	....	....	....	1	1
Sewing Machine Mechanic .....	....	1	....	....	....	1	....
Electro-Plating .....	....	2	....	1	....	1	....
Structural Steel Mechanic	1	7	....	2	....	1	4
Rigger	1	3	....	1	....	....	2
Machine Tool Rebuilding .....	....	1	....	....	....	1	....
Electrical Technicians .....	....	3	....	....	....	3	....
Auto Radiator Repair .....	....	1	....	....	....	1	....
Electronic Repairman	7	22	....	....	2	3	19
Foundry Lab Technician .....	....	1	....	1	....	....	....
Fur Cutter .....	....	1	....	1	....	....	....
Horticulture .....	....	2	....	....	1	1	1
Watchmaker	7	26	6	10	1	1	15
Cooks	90	184	16	24	8	11	149
Television	10	12	....	....	....	....	12
Heavy Duty Repairer	12	17	3	3	....	....	14
Electrician (Lineman) .....	....	3	....	....	....	....	3
Electrician (Shop)	2	8	....	....	....	3	5
Gunsmithing	1	2	....	....	....	....	2
Electrician (Wireman)	4	6	....	....	....	....	6
Lithographer	3	4	....	....	....	....	4
Power House Operator	4	8	1	1	2	3	4
Tool & Cutter Grinder	1	1	....	....	....	....	1
Upholstery	6	6	....	....	....	....	6
Toolmaker	15	15	1	1	....	....	14
Maintenance Mechanic	4	4	....	....	....	....	4
Butcher	2	2	....	....	....	....	2
Industrial Office Technician	7	7	....	....	....	....	7
Camera (Offset)	1	1	....	....	....	....	1
Stellite Worker	5	5	....	....	....	....	5
Farm Mechanic	1	1	....	....	....	....	1
Ornamental Plasterer	1	1	....	....	....	....	1
Grand Total	948	4,108	111	789	178	1,790	1,529

B—Ontario Labour Relations Board

Table B-1 — Summary of Cases Dealt with, Fiscal Year 1964-65

Type of Case	Caseload		Case Disposed of				Total	Cases Pending March 31, 1965
	Cases Carried Over from F.Y. 1963-64	Cases Filed in F.Y. 1964-65	Total	Granted	Dismissed	Withdrawn		
Certification of Bargaining Agents	78 ¹	946	1,024	660	165	87	912	112
Declaration of Termination of Bargaining Rights	8	109	117	52	54	4	110	7
Declaration of Status of Successor Trade Union or Employer	3	11	14	5	4	....	9	5
Conciliation Service	93	596	689	634	24	30	688	1
Declaration that Strike or Lockout Unlawful .....	....	41	41	12	7	22	41	....
Consent to Prosecute	3	68	71	13	15	41	70	1
Complaint of Unfair Practice in Employment	24	159	183	....	....	....	167	16
Addition of No-Strike or No-Lockout Clause to Collective Agreement (section 33(2)) .....	....	1	1	....	....	....	1	....
Modification of Arbitration Provision in Collective Agreement (section 34(3)) ..	....	2	2	....	....	....	1	1
Operation of Collective Agreement (section 34(5))	1	3	4	....	....	....	4	....
Early Termination of Collective Agreement (section 39(3)) .....	....	5	5	....	....	....	5	....
Trade Union Financial Statement (section 63) .....	....	3	3	....	....	....	3	....
Review of Interim Order of Jurisdictional Disputes Commission (section 66(6)) .....	....	1	1	....	....	....	1	....
Question of Whether Person Is Employee (section 79(2))	5	12	17	....	....	....	10	7
Reference of Questions in Conciliation Application (section 79a) .....	....	27	27	....	....	....	4	23
Total	215¹	1,984	2,199	....	....	....	2,026	173

¹Revised.

C — Conciliation Services

Table C-1 — Appointments of Conciliation Officers to Effect Collective Agreements and Appointments disposed of by Conciliation Officers under the Labour Relations Act 1965

	Appointments	Disputes	Employees Directly Involved	Employers Directly Involved
Appointment of Conciliation Officers:				
During 1965	1,411	1,092	194,950	1,411
Carried over from 1964	144	133	23,200	144
Total	1,555	1,225	218,150	1,555
Appointments Disposed of by Conciliation Officers:				
Collective agreements effected	546	491	58,380	546
Conciliation Boards to be established	480	384	124,770	480
Conciliation Boards not to be established	290	153	13,870	290
Lapsed	8	8	110	8
Total	1,324	1,036	197,130	1,324
Appointments Undisposed of at March 31, 1965	231	189	21,020	231

Table C-2 — Establishment and Operation of Conciliation Boards Under the Labour Relations Act 1965

	Disputes	Employees Directly Involved	Employers Directly Involved
Establishment of Conciliation Boards			
Disputes Referred:			
During 1965	384	124,770	480
Carried over from 1964	24	2,300	27
Total	408	127,070	507
Disputes Disposed of:			
Collective Agreements effected with further assistance of conciliation officers before boards established	42	11,120	58
Lapsed before boards established	1	70	1
Boards established	350	109,860	413
Total	393	121,050	472
Disputes in Process at March 31, 1965	15	6,020	35
Operation of Conciliation Boards			
Disputes where boards established			
During 1965	350	109,860	413
Prior to 1965	72	12,600	85
Total	422	122,460	498
Disputes Disposed of:			
Agreements directly effected	165	24,010	192
Agreements not effected	181	84,300	216
Total	346	108,310	408
Disputes undisposed of at March 31, 1965	76	14,150	90

*Note: Boards are in the process of being established while the procedures under section 16 of the Act are being complied with. This section provides for the appointment of the members and chairman of a board and is administered from the Office of the Deputy Minister. A board is deemed to have been established when its members have been appointed and notice of their names has been given to the parties.

D — Industrial Safety Branch

Table D-1 — Industrial Accidents by Cause, Industry and Sex

		Manufacturing Industries																		
Number	Cause	Manufacturing Industries																		
		Food and Beverage	Tobacco Products	Rubber	Leather	Textile	Knitting Mills, Clothing	Wood	Furniture and Fixtures	Paper and Allied Industries	Printing, Publishing and Allied Industries	Primary Metal	Metal Fabricating (except machinery and transportation equipment)	Machinery	Transportation Equipment	Electrical Products	Non-Metallic Mineral Products	Petroleum and Coal Products		
1	All hand tools including portable powered	81	15	11	11	3	3	21	23	10	3	24	62	46	71	27	10	1		
2	Woodworking	1	3	3				120	45	3	4	7	6	8	7	10	4			
3	Metal Working except punch presses			1				1	6	1		7	118	58	77	36				
4	Punch presses		4	5	1			1	11	3		18	97	23	34	51	5			
5	Other machinery	138	5	49	64	85	17	24	9	18	103	38	29	108	37	76	78	29		
6	Gears, belts, pulleys, shafting, etc.	16		1	1	14	1		9	3	15	2	6	17	5	12	7			
7	Handled by fellow workmen	30	2	11	6	9		1	8	5	10	2	40	28	22	43	17	5		
8	Handled by victim	498	22	145	77	146	11	14	108	101	220	55	487	601	429	730	433	247		
9	Falling from stockpiles or loads	120	4	38	11	35	2	3	55	26	50	9	183	202	140	217	107	54		
10	Nails and spikes	11	1	1	2	3			5	6	3	1	7	13	10	15	10	5		
11	Thrown by tools	1										2	3	16	4	7	8	1		
12	Thrown by machinery	6	1	9	7	12		3	29	7	6		43	60	31	50	22	4		
13	Materials n.e.c.	70	2	15	7	20	2	4	33	26	29	3	91	135	67	120	68	40		
14	Elevators, hoists and cranes	6		4		3						3	20	12	9	9	4	3		
15	Belts, sprocket, chain and other conveyors	37	1	2	4	3			3	2	15	1	12	13	1	5	6	9		
16	Hooks, chains, slings and cables	9	1	3	1	3			1		5		32	28	13	19	9	4		
17	Automobiles and trucks	3		1		1		2		3	3	4	1	3	7	1	3			
18	Lift trucks, loadmobiles, misc.	16	3	5		4		9	2	13	9	23	27	13	30	18	13			
19	Railway							1		1					1			1		
20	Hand trucks, wheelbarrows, etc.	16		10	4	8			1	5	6	2	15	12	14	21	4	4		
21	Fires, except gas or vapour	1							1	2	2		10	5	5	4	3	2		
22	Fires, gas or vapour			1					2	2	1		10	4	3	5	2	3		
23	Hot vapours, gases or liquids	43		4	2	5	1	1	4	2	8	1	80	22	17	32	22	8		
24	Hot solid objects	5	1	5		2		1	2	1	1	4	28	14	3	13	10	5		
25	Cold and other	1							3				11	3	3	2	1	3		
26	Gas	3												1		1	1			
27	Dust			1					1									1		
28	Gasoline, oil, chemicals															2	2			
29	Boilers, pressure vessels and pipes									1			2					3		
30	High explosives, fire arms and n.e.c.											5		1						
31	Acids, alkalis and similar chemicals	12	1	1	3	6	1	1	4	3	11	1	9	13	10	15	11	6		
32	Dusts (Silicosis, etc.)	1											1	1			1	7		
33	Poisonous gases, or lack of oxygen	2										4	2	2	2	5	4			
34	Ionizing radiation																			
35	Welding flashes	1																		
36	Industrial diseases, n.e.c.	26	1	10	9	6	1		1	2	5	2	4	13	28	27	5			
37	Electricity	3		1	1	3				3	3		5	4	6	10	10	2		
38	Rough ground or floor	18		1	2	6	3	1	8	3	6		40	32	25	47	18	20		
39	Slippery surfaces	263	5	18	17	43	5	5	31	21	38	10	77	74	61	141	44	57		
40	N.E.C.	23	2	5	4	5	1	1	6	5	11	3	16	26	26	41	18	14		
41	Ladders and stairs	87	2	13	5	10	4	4	7	8	21	10	31	31	15	56	17	10		
42	Platforms, ramps and stationary vehicles	68		3	2	11		1	16	10	15	6	46	35	20	100	20	42		
43	Scaffolds and stagings	8				2			3	1	13	1	10	3	4	23	4	3		
44	Stockpiles and loads	13	3	1	1	5	1		8	4	7	3	15	12	10	18	4	9		
45	Buildings or other structures	1				1			1	1			7	4			2	4		
46	N.E.C.	23	1	7	1	18	1	2	5	1	14	1	19	26	15	50	18	15		
47	Flying particles	12		9	5	6			14	12	5	4	53	49	30	74	25	22		
48	Infection, n.e.c.	48	1	3	7	5			2	12	5	6		8	24	13	15	10		
49	Over-exertion, n.e.c.	2	1											3	1					
50	Jammed between articles	78	3	23	8	26	1	2	26	22	28	9	113	128	81	109	47	42		
51	Miscellaneous	135	1	39	25	50	8	7	28	24	74	22	127	154	96	217	116	71		
Total		1,936	64	462	295	567	65	80	602	419	774	213	1,865	2,241	1,422	2,565	1,352	815		

Table D-1 (cont.)

		Trade										Community, Business and Personal Service										Female		Male																											
Chemical and Chemical Products		Miscellaneous Manufacturing		Miscellaneous Manufacturing to Other Industries		Construction		Transportation		Storage		Communication		Electric Power, Gas and Water Utilities		Wholesale		Retail		Finance, Insurance and Real Estate		Education and Related Services		Health and Welfare Services		Religious Organizations		Motion Picture and Recreational Services		Services to Business Management		Personal Services		Miscellaneous Services		Public Administration and Defence		Unspecified or Undefined		TOTAL		Non-Fatal		Fatal		Non-Fatal		Fatal		Number	
5	4	4	3	3	10	99	1	1	2	554	47	507	1						
2	11	3	2	4	6	248	14	234	2								
....	5	1	2	9	1	393	35	357	1	3							
20	20	1	2	276	67	208	1	4							
20	67	4	2	1	6	80	1,099	277	822	5								
2	5	1	5	130	17	112	1	6								
3	5	2	3	8	29	290	46	244	7							
98	82	23	72	17	133	538	5,372	582	4,790	8							
10	25	12	32	2	1	49	1,550	130	1,416	4	9							
....	3	4	5	1	4	132	6	126	10							
1	2	4	5	57	1	56	11							
....	8	1	4	5	310	28	280	2	12						
6	10	5	10	1	19	86	882	106	775	1	13							
2	1	5	84	83	1	14						
4	4	1	3	16	149	14	134	1	15						
....	16				
1	17			
6	4	18		
1	19	
4	2		

Table D-2 — Report of number of Inspections by Industry, 1965
(Tables D-2 to D-2B are based on reports of Inspections.)

Industry	Inspections (1)										Total	Total Inspections
	The Industrial Safety Act, 1964			Apprenticeship Act	Hours of Work and Vacation with Pay Act	Industrial Standards Act	Minimum Wage Act	Operating Engineers Act	Boiler and Pressure Vessels Act			
	First Inspections	Subsequent Inspections	Total									
Manufacturing	13,539	8,695	22,234	1	46	1	24	2	.....	74	22,308
Food and beverages	2,622	1,041	3,663	.....	12	.....	8	.....	.....	20	3,683
Tobacco products	22	24	46	.....	.....	.....	.....	.....	.....	.....	46
Rubber products	173	122	295	.....	.....	.....	.....	.....	.....	.....	295
Leather products	258	208	466	.....	.....	.....	1	.....	.....	1	467
Textile	385	356	741	.....	.....	.....	3	1	.....	4	745
Knitting mills	130	152	282	.....	.....	.....	.....	.....	.....	.....	282
Clothing	622	521	1,143	.....	.....	.....	1	.....	.....	1	1,144
Wood products	1,058	436	1,494	.....	3	.....	.....	.....	.....	3	1,497
Furniture and fixtures	593	411	1,004	.....	8	.....	.....	1	.....	9	1,013
Paper and allied industries	281	302	583	.....	.....	.....	1	.....	.....	1	584
Printing, publishing and allied industries	966	449	1,415	1	3	.....	1	.....	.....	5	1,420
Primary metal	301	402	703	.....	.....	.....	.....	.....	.....	.....	703
Metal fabricating (except mach. & trans. equip.)	1,987	1,404	3,391	.....	2	.....	.....	.....	.....	2	3,393
Machinery (except electrical machinery)	552	320	872	.....	.....	.....	.....	.....	.....	.....	872
Transportation equipment	441	436	877	.....	5	.....	1	.....	.....	6	883
Electrical products	560	653	1,213	.....	1	.....	1	.....	.....	2	1,215
Non-metallic mineral products	584	253	837	.....	3	.....	.....	.....	.....	3	840
Petroleum and coal products	258	53	311	.....	.....	.....	.....	.....	.....	.....	311
Chemical and Chemical products	650	400	1,050	.....	7	.....	.....	.....	.....	7	1,057
Miscellaneous manufacturing ..	987	735	1,722	.....	1	1	3	.....	.....	5	1,727
Miscellaneous mfg. incidental to other ind.	109	17	126	.....	1	.....	4	.....	.....	5	131
Construction	1,055	184	1,239	.....	41	.....	3	.....	.....	44	1,283
Transportation, Storage & Communication	961	248	1,209	.....	8	.....	5	1	.....	14	1,223
Trasportation	631	120	751	.....	8	.....	5	.....	.....	13	764
Storage (including grain elevators)	219	119	338	.....	.....	.....	.....	1	.....	1	339
Communication	111	9	120	.....	.....	.....	.....	.....	.....	.....	120
Public Utilities	158	29	187	.....	.....	.....	.....	.....	.....	.....	187
Trade	18,287	3,150	21,437	4	58	1	49	1	1	114	21,551	
Wholesale trade	3,968	1,035	5,003	.....	7	.....	5	1	.....	13	5,016
Retail trade	14,319	2,115	16,434	4	51	1	44	.....	1	101	16,535
Finance, Insurance & Real Estate Service	294	69	363	.....	5	.....	2	.....	.....	7	370
.....	5,929	1,152	7,081	2	90	4	83	1	.....	180	7,261
Education and related service ..	34	5	39	.....	.....	.....	.....	.....	.....	.....	39
Health and welfare service	174	19	193	.....	3	.....	2	.....	.....	5	198
Religious organizations	3	1	4	.....	.....	.....	.....	.....	.....	.....	4
Recreation service	146	36	182	.....	8	.....	1	.....	.....	9	191
Business service	145	37	182	.....	5	.....	4	.....	.....	9	191
Personal service	4,905	961	5,866	2	73	4	75	1	.....	155	6,021
Miscellaneous service	522	93	615	.....	1	.....	1	.....	.....	2	617
Public Administration and Defence	173	51	224	.....	3	.....	2	1	.....	6	230
Unspecified or Undefined	17	4	21	.....	29	.....	7	1	.....	37	58
Total	40,413	13,582	53,995	7	280	6	175	7	1	476	54,471	

1. Inspections made with respect to the enforcement of the Acts and Regulations administered by The Department of Labour.

Table D-2a — Directions of Inspectors to Employers under The Industrial Safety Act

Industry	Inspections		Subjects of Directions (1)													Total			
	Boilers	Other pressure vessels	Total	Fire escapes, etc.	Building Plans: to be submitted for approval	Elevators and hoists	Guarding machinery	Heat	Light	Ventilation	Sanitation	Seats: for female employees	Toilets, etc.	Dressing room	Headgear: for female employees		Excess hours	Child labour	Miscellaneous
Manufacturing	203	861	1,064	3,367	687	123	8,550	40	77	872	391	2	399	77	579	414	10	8,467	24,999
Food and beverages	58	65	123	358	55	19	16	.....	.....	14	85	46	1	31	7	31	197	1	1,162
Tobacco products .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	112
Rubber products	4	30	34	73	10	3	7	.....	.....	1	13	4	.....	2	2	9	.....	.....	120
Leather products	6	21	27	106	3	7	160	2	1	.....	.....	19	.....	22	2	29	.....	.....	192
Textiles	13	13	13	13	13	2	252	.....	.....	.....	.....	22	.....	12	5	43	.....	.....	173
Knitting mills	3	4	7	87	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	11
Clothing	19	6	25	284	1	.....	76	3	2	.....	6	47	.....	32	8	45	.....	1	331
Wood products	13	42	55	140	47	6	743	4	1	30	30	.....	.....	15	5	13	92	1	470
Furniture and fixtures	5	16	84	277	18	4	363	.....	.....	4	48	26	.....	20	2	10	9	1	424
Printing, publishing and allied industries	8	23	36	209	17	3	281	1	3	26	8	.....	.....	29	7	34	.....	.....	314
Primary metal	1	10	11	41	189	4	158	2	3	163	14	.....	.....	2	.....	.....	.....	.....	314
Metal fabricating (except mach. & trans. equip.)	19	230	249	483	115	32	2,249	13	13	197	59	61	14	95	41	3	1513	5,137	.....
Machinery (except electrical machinery)	5	67	72	106	46	4	326	2	2	55	6	.....	.....	7	13	2	.....	.....	415
Electrical equipment	12	43	53	205	23	8	321	3	8	59	9	.....	.....	7	4	20	7	.....	428
Electrical products	13	50	63	61	30	4	331	1	4	14	16	.....	.....	14	1	67	.....	.....	384
Non-metallic mineral products	1	8	9	10	6	1	26	1	.....	.....	.....	.....	.....	4	1	5	.....	.....	70
Petroleum and coal products	9	26	35	199	25	4	251	.....	.....	4	61	5	.....	5	1	11	6	.....	427
Chemical and chemical products	9	85	97	309	24	4	589	3	6	59	30	23	9	68	10	.....	.....	.....	634
Miscellaneous manufacturing .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Mechanical, etc., incidental to other ind.	8	53	61	85	69	2	226	2	2	18	10	.....	.....	11	.....	.....	67	1	363
Construction	12	84	96	165	34	7	131	3	4	32	9	.....	.....	11	.....	.....	30	1	353
Transportation	5	71	76	75	25	5	82	2	2	19	5	.....	.....	10	.....	.....	30	1	246
Storage (including grain elevators)	5	1	16	86	9	1	47	1	1	12	2	.....	.....	.....	.....	.....	29	.....	97
Communication	2	11	13	12	4	2	30	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	.....	10
Public Utilities	2	11	13	12	4	2	30	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	.....	10
Trade	76	1,127	1,203	2,121	256	104	1,437	9	73	228	298	1	201	21	13	870	7	4,359	11,201
Wholesale trade	28	197	225	645	95	26	808	6	22	63	43	.....	.....	42	5	11	188	.....	1,291
Retail trade	48	930	978	1,476	161	78	629	3	51	165	255	1	159	16	2	682	7	3,068	7,731
Finance	1	1	1	1	1	1	1	1	1	1	1	.....	.....	15	1	.....	.....	.....	63
Insurance and Real Estate	40	124	164	371	42	6	383	2	14	39	124	.....	55	11	2	75	11	1,204	2,342
Service	1	1	1	1	1	1	1	1	1	1	1	.....	.....	.....	.....	.....	.....	.....	47
Education and related service .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Health and welfare service .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Religious organizations .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Business organizations	1	6	7	30	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16
Business service	1	11	12	34	8	1	95	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12
Personal service	33	48	81	245	14	3	163	2	14	25	113	.....	81	10	.....	.....	64	9	936
Miscellaneous service	3	58	61	45	14	2	111	.....	.....	.....	.....	.....	2	1	.....	.....	.....	.....	171
Public Administration and Defence	1	1	8	24	9	.....	63	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	82
Unspecified or Undefined	1	2	2	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Total	345	2,271	2,616	6,284	1,106	250	10,827	59	176	1,219	850	3	636	110	596	1,437	29	14,954	41,152

1. Directions given for the protection of the health and safety of employees or any persons in a factory, shop or office building.

Table D-2b — Distribution of Employees in Industry

Industry	Male	Female	Total Employees
Manufacturing	483,613	171,735	655,348
Food and beverages	50,845	27,057	77,902
Tobacco products	3,011	2,567	5,578
Rubber products	13,575	3,050	16,625
Leather products	8,085	7,743	15,828
Textile	12,878	10,182	23,060
Knitting mills	2,683	6,126	8,809
Clothing	7,335	18,013	25,348
Wood products	14,618	1,928	16,546
Furniture and fixtures	11,765	2,643	14,408
Paper and allied industries	32,663	6,789	39,452
Printing, publishing and allied industries	20,271	9,502	29,773
Primary metal	46,609	2,753	49,362
Metal fabricating (except mach. & trans. equip.)	53,194	9,686	62,880
Machinery (except electrical machinery)	35,751	5,156	40,907
Transportation equipment	59,492	8,857	68,349
Electrical products	46,792	24,209	71,001
Non-metallic mineral products	16,585	2,659	19,244
Petroleum and coal products	4,997	268	5,265
Chemical and chemical products	23,082	8,021	31,103
Miscellaneous manufacturing	18,225	14,288	32,513
Miscellaneous mfg. incidental to other ind.	1,157	238	1,895
Construction	13,303	939	14,242
Transportation, Storage and Communication	21,252	3,252	24,504
Transportation	15,934	1,228	17,162
Storage (including grain elevators)	3,077	325	3,402
Communication	2,241	1,699	3,940
Public Utilities	3,609	490	4,099
Trade	108,026	64,384	172,410
Wholesale trade	36,501	10,780	47,281
Retail trade	71,525	53,604	125,129
Finance, Insurance and Real Estate	1,085	1,132	2,217
Service	16,935	24,984	41,919
Education and related service	280	24	304
Health and welfare service	1,193	2,202	3,395
Religious organizations	9	28	37
Recreation service	725	187	912
Business service	1,401	657	2,058
Personal service	10,971	21,061	32,032
Miscellaneous service	2,356	825	3,181
Public Administration and Defence	4,183	444	4,627
Unspecified or Undefined	45	14	59
Total	652,051	267,374	919,425

Table D-3 — Permits issued for the employment of Homeworkers, by Industry
Registration of certificates issued to new firms under Section 17 of the
Industrial Safety Act, 1964 during the fiscal year ending March 31, 1965

Industry	Employers Permits	Homeworkers Permits	Registration Certificates
Manufacturing	344	2,586	1,148
Food and beverages .....	.....	.....	113
Tobacco products .....	.....	.....	3
Rubber products	2	18	4
Leather products	30	258	17
Textile	44	214	39
Knitting mills	36	167	7
Clothing	107	643	44
Wood products	3	.....	119
Furniture and fixtures	4	5	90
Paper and allied industries	12	91	20
Printing, publishing and allied industries	20	264	92
Primary metal .....	.....	.....	29
Metal fabricating (except mach. & trans. equip.)	4	25	203
Machinery (except electrical machinery) .....	.....	.....	48
Transportation equipment	2	1	44
Electrical products	7	17	50
Non-metallic mineral products	3	2	42
Petroleum and coal products .....	.....	.....	7
Chemical and chemical products	3	4	57
Miscellaneous manufacturing	67	877	105
Miscellaneous mfg. incidental to other ind. ....	.....	.....	15
Construction .....	.....	.....	.....
Transportation, Storage and Communication .....	.....	.....	70
Transportation .....	.....	.....	41
Storage (including grain elevators) .....	.....	.....	29
Communication .....	.....	.....	.....
Public Utilities .....	.....	.....	.....
Trade	86	203	1,014
Wholesale trade	16	88	412
Retail trade	70	115	602
Finance, Insurance and Real Estate .....	.....	.....	.....
Service	6	3	280
Education and related service .....	.....	.....	.....
Health and welfare service .....	.....	.....	90
Religious organizations .....	.....	.....	.....
Recreation service .....	.....	.....	.....
Business service	2	1	.....
Personal service	1	.....	131
Miscellaneous service	3	2	59
Public Administration and Defence .....	.....	.....	.....
Unspecified or Undefined .....	.....	.....	.....
Total	436	2,792	2,512

Table D-4 — Number and Estimated Values of Approved Plans of Buildings

Industry	Plans Approved	Estimated Value of Buildings	Percentage of Total Value
	No.	\$	%
Manufacturing Total	1,723	179,197,000	45.00
Food and Beverages	238	15,352,300	3.85
Tobacco	5	1,239,000	.31
Rubber	31	3,401,000	.86
Leather	18	621,000	.16
Textiles	44	3,856,800	.97
Knitting Mills	4	62,000	.02
Clothing	11	443,000	.11
Wood	78	3,071,100	.77
Furniture	54	1,691,800	.43
Paper and Allied Industries	61	11,560,900	2.90
Printing, Publishing and Allied Industries	58	6,983,500	1.75
Primary Metal	140	23,601,500	5.93
Metal Fabricating	318	17,008,500	4.27
Machinery	109	7,640,800	1.92
Transportation Equipment	110	34,487,400	8.66
Electrical Products	83	6,882,900	1.73
Non-Metallic Mineral Products	89	5,075,200	1.27
Petroleum and Coal Products	17	3,831,000	.96
Chemicals and Chemical Products	160	19,362,600	4.86
Miscellaneous Mfg.	95	13,024,700	3.27
Construction	302	26,350,200	6.62
Transportation	135	10,429,800	2.62
Transportation	59	4,695,300	1.18
Storage	62	3,751,500	.94
Communication	14	1,983,000	.50
Utilities	39	11,341,000	2.85
Trade	643	36,141,500	9.06
Wholesale Trade	275	12,477,200	3.15
Retail Trade	368	23,664,300	5.91
Finance, Insurance and Real Estate	181	75,757,200	19.00
Service	239	59,143,700	14.85
Education and Related Services	7	1,754,000	.44
Health and Welfare Services	14	1,459,000	.37
Religious Organizations	2	133,000	.03
Motion Pictures and Recreational Services	10	396,000	.10
Services to Business Management	39	2,174,000	.54
Personal Services	52	3,167,700	.79
Miscellaneous Services	43	6,724,500	1.68
Public Administration and Defence	72	43,335,500	10.90
Totals	3,262	398,360,400	100.00

E — Elevator Inspection Branch

Table E-1 — Report of Number of Inspections of Elevating Devices

Type of Elevating Device	Annual Inspections			After Insurer's Inspection	New Instal- lations	Major Alter- ations	Miscel- laneous Inspections	TOTAL
	First	Repeat	Total					
Elevator:								
Passenger	1,740	207	1,947	38	516	36	296	2,833
H.P. Passenger	88	4	92	1	14	....	4	111
Freight	1,958	55	2,013	107	60	14	323	2,517
H.P. Freight	25	1	26	1	....	....	12	39
Dumb-Waiter:								
Class A	488	22	510	17	50	6	59	642
H.P. Class A	15	....	15	1	....	....	5	21
Class B	72	1	73	1	3	1	33	111
H.P. Class B	6	....	6	....	....	....	2	8
Escalator — One	44	....	44	2	11	....	2	59
Escalator Series	2 ⁵	....	2 ⁵	....	....	....	1 ²	3 ⁷
Manlift (E.B.)	47	4	51	2	6	....	7	66
Incline Lift	41	....	41	....	3	1	6	51
Ski Tow (Rope)	102	1	103	....	24	9	27	163
Ski Tow (Bar)	44	6	50	....	13	....	8	71
Ski Lift (Chair)	12	5	17	....	6	....	9	32
Total	4,684	306	4,990	170	706	67	794	6,727
There were 92 installations not under the Act.								

Table E-2 — Certificates of Competency Issued

Applicant	First Certificate		Total	Renewal	Duplicate	Total
	Without Examination	After Examination				
	No.	No.	No.	No.	No.	No.
Inspectors	1	1	15	....	16
Persons other than inspectors	1	1	59	....	60
Total	2	2	74	....	76

Table E-3 — Licences Granted, Suspended and Transferred Under the Elevators and Lifts Act

Type of Elevating Device	Licences Granted				Licence Suspended	Licence Transferred
	Initial Licence	Renewal	Duplicate	Total		
	No.	No.	No.	No.	No.	No.
Elevator:						
Passenger	520	4,887	20	5,427	....	304
H.P. Passenger	9	124	....	133	....	8
Freight	58	4,469	3	4,530	....	191
H.P. Freight	1	22	....	23	....	....
Dumb-Waiter:						
Class "A"	47	1,075	....	1,122	....	8
H.P. Class "A" .....	....	17	....	17	....	....
Class "B"	3	105	....	108	....	5
H.P. Class "B" .....	....	8	....	8	....	....
Escalator:						
Escalator — One	2	123	....	125	....	1
Escalator — Series	2	40	....	42	....	....
Manlift	3	112	....	115	....	2
Incline Lift	1	34	....	35	....	....
Ski Tow	47	194	....	241	....	5
Total	693	11,210	23	11,926	....	524

Table E-4 — Drawings and Specifications of Elevating Devices Approved

Elevating Device	Drawings submitted and approved during April 1, 1964 to March 31, 1965		Drawings submitted prior to April 1st and approved during Fiscal Year 1964-65		Total		Total	Additional Sets	
	New	M/A	New	M/A	New	M/A		New	M/A
Passengers	624	31	24	5	648	36	684	....	....
H.P. Pass.	6	....	1	....	7	....	7	....	....
Freight	75	8	3	3	78	11	89	....	....
Class A D/W	51	4	3	....	54	4	58	....	....
H.P. Class A .....	....	....	....	....	....	....	....	....	....
Class B D/W	3	1	....	....	3	1	4	....	....
H.P. Class B .....	....	....	....	....	....	....	....	....	....
Escalator One	51	....	....	....	51	....	51	....	....
Escalator Series	8	....	....	....	8	....	8	....	....
Manlift	1	....	2	....	3	....	3	....	....
Incline Lift	1	....	....	....	1	....	1	....	....
Ski Tow (rope)	20	13	....	....	20	13	33	....	....
Ski Tow (J. & T. Bar)	17	....	1	....	18	....	18	....	....
Ski Lift (Chair)	6	....	....	....	6	....	6	....	....
Total	863	57	34	8	897	65	962	....	....

Table E-5 — Number of Persons Reported Injured in Accidents on Elevating Devices, by Injury and Sex

Type of Elevating Device and Location on Elevating Device Where Accident Occurred	Abdomen		Arm		Back		Chest		Foot	
	F.	M.	F.	M.	F.	M.	F.	M.	F.	M.
Passenger Elevator:										
Landing	5	2	.....	1	.....	.....	3	3
In Car	1	.....	.....	.....	.....
Top of Car	1
Pit	1
Machine Room	1	.....	.....	.....	1
Freight Elevator:										
Landing	2	.....	2	.....	.....	.....	2
In Car	1	.....	.....	.....	.....	.....	9
Top of Car	1	.....	2	.....	.....	.....	.....
Pit
Machine Room
Dumb-Waiter:										
Landing	1	.....	.....	.....	1
Top of Car
Pit
Machine Room
Escalator:										
Landing Upper	1	3	1	2	.....	1	7	2
Landing Lower	1	1	3	.....	5	2	.....	1	9	1
Stairs	3	1	22	7	24	3	1	1	26	6
Machine Room
Manlift:										
Landing
Pit
Machine Room
Incline Lift:										
Landing
Tracks
Machine Room
Ski Tow:										
Landing Upper	1
Landing Lower	1
Tracks	1
Machine Room
Total	4	2	31	16	30	15	1	3	48	27

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Table E-5a — Investigations of Accidents Reported Causing Injury

Type of Elevating Device	Accidents Investigated	Persons Injured				Total
		Female		Male		
		non-fatal	fatal	non-fatal	fatal	
Elevator:						
Passenger	5	1	....	2	2	5
Hand-power passenger .....	....	....	....	....	....	....
Freight	13	3	....	12	....	15
Hand-power freight .....	....	....	....	....	....	....
Dumb-waiter:						
Class A .....	....	....	....	....	....	....
Hand-power Class A .....	....	....	....	....	....	....
Class B .....	....	....	....	....	....	....
Hand-power Class B .....	....	....	....	....	....	....
Escalator — One	3	1	....	2	....	3
Escalator — Series .....	....	....	....	....	....	....
Manlift .....	....	....	....	....	....	....
Incline Lift .....	....	....	....	....	....	....
Ski Tow	1	1	....	....	....	1
Total	22	6	....	16	2	24

NOTE: 13 Equipment Failure Accidents are not included in this table, in which 13 males and no females were injured.

Table E-5b — Twenty Causes of Escalator Accidents causing Injury

	Male	Female	Total
1. Fell while boarding	2	14	16
2. Fell while boarding (artificial limb or cane)	0	0	0
3. Fell while getting off	3	15	18
4. Fell while riding	26	48	74
5. Fell while walking or running on moving escalator	7	14	21
6. Fell, trying to ride in opposite direction	3	5	8
7. Pushed, knocked over or stepped on	9	51	60
8. Fell while riding (artificial limb or cane)	4	3	7
9. Fell while riding (carrying parcels)	1	4	5
10. Fell while riding (lost balance)	25	62	87
11. Fell while riding (stooped to pick up object)	2	3	5
12. Fell while riding (stooped to aid child or fell over child)	0	7	7
13. Fell while riding (jerkling motion—escalator stopped or went in reverse)	0	10	10
14. Lost grip on hand rail	0	3	3
15. Caught fingers or glove under handrail	2	7	9
16. Sat on step	6	3	9
17. Stepped on crack of two steps	1	2	3
18. Clothing caught	0	0	0
19. Shoe or rubber caught in combplate	6	31	37
20. Unknown or miscellaneous	18	25	43
Total	115	307	422

Table E-5c — Accidents Reported During the Fiscal Year

Class	Not Investigated	Invest.	Equipment Failure	Total Accidents	Persons Involved		
					Injured	Not Injured	Total
Passenger	73	6	6	85	70 *	45	115
Freight	32	14	10	56	55	16	71
Class "A" D/W	1	....	3	4	3	....	3
Class "B" D/W .....	....	....	1	1	1	....	1
Escalators	433	3	10	446	400	185	585
Incline Lifts .....	....	....	....	....	....	....	....
Ski Tows	7	1	....	8	8	....	8
Total	546	24	30	600	537	246	783

* Two fatalities

Table E-6 — Report of Annual Registration of Contractors

	Maximum Number of Elevator Mechanics Employed by Contractor	First Annual Registration	Subsequent Annual Registration		Total
			1964	1965	
		No.	No.	No.	No.
Not more than 2		4	43	12	59
More than 2, but fewer than 20		1	12	3	16
20 or more	4	1	5
Total		5	59	16	80

Table E-7 — Revenue Earned — 1964-65 under the Elevators and Lifts Act

Source	Amount
	\$
Licences	62,197.00
Initial Licences	3,182.00
Renewal of Licences	56,260.00
Transfer of Licences	2,630.00
Duplicate of Licences	125.00
Certificate of Competency	315.00
First Certificate	10.00
Renewal Certificates	305.00
Approval of Drawings and Specifications	19,680.00
Upon Submission of Drawings and Specifications	19,675.00
Additional Sets of Drawings and Specifications	5.00
Annual Registration of Contractors	1,940.00
First Annual Registration	20.00
Subsequent Registration	1,920.00
Duplicate Applications and Metal Plates	654.00
Inspections	60,629.82
Travelling Expenses	93.00
Sale of Books — Safety Code for Passenger and Freight Elevators (C.S.A.)	184.35
Miscellaneous	3.20
Total	145,696.37

E8 — Construction Hoists Act

Table E-8a — Report of Number of Inspections of Construction Hoists

Installation	Inspections			Total	*Miscellaneous	Total
	First	Repeat	Semi-Annual			
	No.	No.	No.	No.	No.	No.
Construction Hoist	392	392	82	866	504	1,370

Note: 88 of the above inspections were involving workmen's hoists.

*Calls re shut downs, reinstated, dismantled and miscellaneous (non-revenue) inspections.

Table E-9 — Licences Granted, Suspended and Transferred

Type of Hoist	Licences Granted				Licences Suspended	Licences Transferred
	Initial	Renewal	Duplicate	Total		
	No.	No.	No.	No.	No.	No.
Material	341	7	....	348	....	....
Workmen's	19	....	....	19	....	....
Total	360	7	....	367	....	....

Table E-10 — Drawings and Specifications of Construction Hoists Approved

Type of Hoist	Drawings Submitted and Approved During April 1, 1964 to March 31, 1965	Drawings Submitted Prior to April 1st and Approved During April 1, 1964 to March 31, 1965	Total	Additional Sets
	No.	No.		
Material .....	....	....	....	....
Workmen's	22	2	24	....
Total	22	2	24	....

Table E-11 — Number of Persons Reported Injured in Accidents on Construction Hoists, by Injury

Type of Hoisting Device and Location on Hoisting Device Where Accident Occurred	Injury											Total	Non- Fatal	Fatal
	Abdomen	Arm	Back	Chest	Foot	Hand	Head	Leg	Unspecified					
Material Hoist:														
Landing	1	..	..	..	2	..	1	4	3	1		
In Car	1	..	..	..	1	..	..	2	2	..		
Top of Car	1	..	..	..	..	1	..	..	2	2	..		
Pit		
Machine Room		
Workmen's Hoist:														
Landing	1	..	..	..	..	..	..	1	1	..		
In Car		
Top of Car	1	1	..	1		
Pit		
Machine Room		
Total	1	3	..	..	..	4	..	2	10	8	2		
There were no females involved in the above accidents.														

There were no females involved in the above accidents.

Table E-12 — Investigations of Accidents Reported Causing Injury

Type of Hoists	Accidents Investigated	Persons Injured		
		Non-fatal	Fatal	Total
	No.	No.	No.	No.
Material	3	5	1	6
Workmen's	2	1	1	2
Total	5	6	2	8

There were no females involved in the above accidents.

Table E-13 — Revenue Earned

Source	Amount
	\$
Licences	1,920.00
Initial Licences	1,885.00
Renewal of Licence	35.00
Approval of Drawings and Specifications	480.00
Inspections	8,088.00
Travelling Expenses	25.40
Total	10,513.40

F — Boiler Inspection Branch

Table F-1 — Inspections

	New	Used	Annual Inspections
	No.	No.	No.
Boilers	2,743	746	3,000
Pressure Vessels	13,412	678	9,905
Total	16,155¹	1,424	12,905
Pressure Piping	957 ^{1,2}		

¹These are first inspections of boilers, pressure vessels and pressure-piping during their construction or installation. There were 13,878 additional inspections of this equipment during their construction or installation.

²Of this number, 112 concerned refrigeration plants and ice rinks.

Table F-2 — Certificates of Inspection and Certificates of Approval Issued

Classification of Certificate	Number
Certificates of Approval for Boilers and Pressure Vessels	2,412
Certificates of Inspection	22,466
Boilers and pressure vessels — during construction or installation	9,341
Used boilers and pressure vessels — before being put into operation or use	1,265
Annual inspection of boilers and pressure vessels	11,860 ¹
Duplicates of Certificates of Approval and Inspection	22

¹This number comprises 2,137 certificates issued in the field by inspectors and 9,723 certificates issued from the office.

Table F-3 — Certificates of Competency Issued

Applicants	Certificates Issued			Renewal Certificates
	With examination	Without examination	Total	
	No.	No.	No.	No.
Inspectors	4	....	4	....
Persons other than inspectors	12	6	18	212
Total	16	6	22	212

Table F-4 — Report of Number of Welding Operators Tested

Type of Welding	Operators		Total Operators Tested
	Qualified	Failed	
Metallic-arc process	5,292	979	6,271
Oxygen-acetylene process	553	138	691
Pressure butt resistance	8	....	8
Manual torch brazing	116	28	144
Total	5,969	1,145	7,114

Table F-5 — Accidents and Explosions Reported and Investigated

Type of Vessel Involved	Accidents and Explosions	Persons Injured		
		Fatally	Non-Fatally	Total
Boiler	5	3	2	5
Furnace	16	....	3	3
Pressure Vessel	5	1	2	3
Miscellaneous	12	3	4	7
Total	38	7	11	18

Twelve of these listed explosion investigations, including those that show the fatalities, do not come under the jurisdiction of the Boilers and Pressure Vessels Act.

Table F-6 — Revenue Earned — 1964-65

Source	Amount
	\$
Fees	282,229.18
Approval and registration of designs	33,394.00
Inspections:	
New boilers and pressure vessels	110,724.00
Pressure Piping	7,781.50
Used boilers and pressure vessels	20,167.37
Annual inspections of boilers and pressure vessels	63,345.31
Certificates of approval for boilers and pressure vessels	7,220.00
Certificates of competency	1,280.00
Tests of welding operators	35,495.00
Approval of welding procedures	2,822.00
Remittance of expenses incurred by inspectors on inspection of boilers, pressure vessels and pressure piping	8,437.35
Sale of Books — Rules for Mechanical Refrigeration and for the Construction and Inspection of boilers and pressure vessels	33.15
Total	290,699.68

G—Board of Examiners of Operating Engineers

Table G-1 — Report of Examinations by Place and Classification of Certificate of Qualification Applied For

Examinations			Classification of Certificate of Qualification									
Place	Number	Compressor Operator	Refrigeration Operator		Stationary Engineer				Hoisting Engineer	Hoisting Engineer (electrical and internal comb.)	Traction Engineer	Total
			B class	A class	Fourth class	Third class	Second class	First class				
			No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Aylmer	1	....	....	....	....	....	....	....	....	1	....	1
Belleville	2	....	....	....	10	8	4	....	....	12	....	34
Blind River	1	....	....	....	....	....	....	....	....	1	....	1
Bramalea	1	....	....	....	....	....	....	....	....	1	....	1
Brampton	1	....	....	....	2	....	....	....	....	....	....	2
Brantford	2	....	2	....	16	11	7	....	....	3	....	39
Brockville	3	....	....	....	6	4	2	2	....	3	....	17
Chatham	3	2	3	....	10	8	6	....	....	4	....	33
Cornwall	2	....	2	....	10	11	4	....	....	4	....	31
Downsview	1	....	....	....	....	6	....	....	....	2	....	2
Dryden	1	1	2	....	6	6	1	....	....	2	....	18
Englehart	1	3	1	....	3	8	....	....	....	7	....	22
Guelph	1	....	14	....	....	....	....	....	....	....	....	14
Hamilton	4	3	2	1	18	14	11	3	....	9	....	61
Huntsville	1	....	....	....	....	1	....	....	....	1	....	2
Kapuskasing	1	....	....	....	7	1	2	....	....	10	....	20
Kenora	1	....	....	....	13	3	4	....	....	....	....	20
Kingston	2	....	....	....	24	5	3	....	1	11	1	45
Kitchener	2	1	....	....	14	15	3	1	....	10	....	44
London	3	....	1	....	22	13	15	....	....	18	....	69
Madoc	1	....	....	....	1	....	....	....	....	....	....	1
Mildmay	1	....	....	....	1	....	....	....	....	....	....	1
Monteith	1	....	....	....	1	....	....	....	....	....	....	1
Niagara Falls	3	....	....	....	2	4	1	....	....	4	....	11
North Bay	2	1	....	....	10	8	8	....	....	4	....	31
Orillia	1	....	....	....	1	2	....	....	....	3	....	6
Ottawa	3	1	3	1	53	57	23	5	....	21	....	164
Owen Sound	1	....	....	....	5	3	....	....	....	2	....	10
Pembroke	2	....	....	....	4	4	1	....	....	2	....	11
Peterboro	2	1	....	....	3	5	2	....	....	1	....	12
Port Arthur	2	5	....	....	40	47	18	3	....	15	....	128
Richmond Hill ..	1	....	....	....	1	....	....	....	....	....	....	1
Ridgeway	1	....	....	....	....	....	....	....	....	1	....	1
St. Catharines ..	4	....	1	....	5	5	4	....	....	8	....	23
Sarnia	2	12	6	....	21	12	6	....	....	6	....	63
Sault Ste. Marie	2	1	....	....	14	8	6	1	1	5	....	36
Seaforth	1	....	....	....	....	....	....	....	....	1	....	1
Strathroy	1	....	....	....	....	....	....	....	....	4	....	4
Sudbury	2	3	....	....	26	21	6	....	....	11	....	67
Timmins	1	6	....	....	6	4	....	....	....	7	....	23
Windsor	3	....	4	....	15	18	8	1	....	15	....	61
Total, centres other than												
Toronto Office	71	40	41	2	370	306	145	16	2	209	1	1,132
Total,												
Toronto Office	(a) 36	75	2	563	471	213	60	7	360	3	1,790	
Grand Total	71	76	116	4	933	777	358	76	9	569	4	2,922

(a) Examinations held in Toronto Office every day other than on Saturdays and Holidays.

Table G-2 — Certificates of Qualification Issued and Refused

Designation of Certificate	Certificates Issued						Certificates refused owing to failure to pass examination
	After examination	After re-examination	Provisional	Duplicate	Renewal	Total	
	No.	No.	No.	No.	No.	No.	No.
Compressor Operator	48	15	....	1	604	668	13
Refrigeration Operator:							
B class	86	12	....	2	590	690	19
A class	1	1	....	....	13	15	1
Stationary engineer:							
Fourth-class	799	53	5	12	7,783	8,652	85
Third-class	292	148	4	1	6,616	7,061	325
Second-class	81	85	4	2	2,675	2,847	190
First-class	8	12	....	....	512	532	57
Hoisting Engineer ..	8	1	....	....	667	676	1
Hoisting Engineer (electrical and internal combustion)	491	38	....	6	4,791	5,326	41
Traction Engineer ..	3	....	....	....	235	238	....
Hoisting and Traction Engineer	1	....	....	....	177	178	....
Total	1,818	365	13	24	24,663	26,883¹	732

¹In addition, there were 1,020 certificates of Plant Registration issued, making a total of 27,903 certificates issued under the Operating Engineers Act.

Table G-3 — Statement of Revenue and Refunds — 1964-65

Revenue	
1. Fees:	
Examinations and re-examinations	
Certificates of qualification — duplicate	}
— provisional	
— renewal and renewal penalties	
Certificates of plant registration	7,606.00
	<u>\$160,733.40</u>
2. Text-books	11,252.50
3. Miscellaneous	183.13
Gross Revenue	<u>\$172,169.03</u>
Refunds	
1. Fees:	
Examinations and re-examinations	
Certificates of qualification — duplicate	}
— provisional	
— renewal and renewal penalties	
Certificates of plant registration	126.00
	<u>\$ 1,889.40</u>
2. Text-books	3.50
3. Miscellaneous	117.06
Total Refunds	<u>\$ 2,009.96</u>
Net Revenue	<u>\$170,159.07</u>

H — The Construction Safety Act, 1961-62

Table H-1 — Municipalities where Inspectors Appointed as of March 31, 1965

Type of Municipality	Mandatory Appointments	Appointed	Yet to be Appointed
Counties	38	26*	12**
Cities	32	32	Nil
Separated Towns	7	7	Nil
Separated Township	1	1	Nil
Municipalities over 50,000 population	2	2	Nil
Municipalities of Metro Toronto	12	12	Nil
Local Municipalities over 5,000 population in Territorial Districts	19	19	Nil

*Includes 5 counties where all local municipalities had withdrawn from the county (Peel, Peterborough, Renfrew, Victoria and York) and one county where appointment was made but position now vacant.

**Counties of Bruce, Dufferin, Grey, Haldimand, Huron, Lanark, Middlesex, Oxford, Perth, Simcoe, Stormont, Dundas & Glengarry, and Wellington.

Table H-2 — Inspections, The Trench Excavator's Protection Act

The Trench Excavators' Protection Act

1. Joint inspections with municipal inspectors	936
2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts)	Nil
3. Other independent inspections	88
Total	1,024

Table H-3 — Inspections, The Construction Safety Act, 1961-62

The Construction Safety Act, 1961-62

1. Joint inspections with municipal inspectors	3,965
2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts)	554
3. Other independent inspections (e.g., in areas where no inspector is appointed)	116
4. Promotional and Public Relations Calls (i.e., on Clerks, Wardens, etc.)	1,367
Total	6,002

Table H-4 — Inspections of Underground Work Projects (Ontario Regulation 100/63)

Projects under Inspection	362
Completed during Year	299
Carried forward to next year	63
Projects under Compressed Air	9
Number of Inspections	2,832
Number of Directions	1,595
Number of Inspections with no Directions	2,178

I—The Ontario Human Rights Code

Table I-1 — Summary of Complaints in Respect of Employment, Public Accommodation, Publications and Housing

Complaints	Causes of Discrimination ¹							Settlements of Complaints effected by Human Rights Officers	Complaints Dismissed	Boards of Inquiry	Complaints Undisposed of at March 31, 1965
	Nature	Number	Race	Creed	Colour	Nation-ality	Ances-try	Place of Origin			
			No.	No.	No.	No.	No.	No.	No.	No.	No.
Employment											
Refused employment	9	5	1	4	1	3	3	3	4	12	...
Discharged	2	...	2	...	...	...	...	...	2	...	...
Discrimination against in regard to employment or any term or condition of employment	10	6	6	...	...	1	10	...	7	...	3
Excluded from membership, expelled, suspended, or discriminated against by trade union	3	1	...	1	1	1	2	1	2	...	...
Discrimination expressed by (a) applications for employment	53	15	33	12	23	20	42	46	2	...	5
(b) advertisements	9	1	...	...	6	4	6	7	2	...	...
(c) written or oral inquiries	2	1	2	1	...	...	...	1	1	...	...
Female Employees											
Equal Pay for equal work	13	...	...	...	...	...	...	...	6	...	7
Public Accommodation											
Denied or discriminated against (a) accommodation	1	1	...	1	...	...	...	...	...	1	...
(b) services and facilities	4	2	...	3	...	...	...	1	3	...	...
Apartment											
Denied or discriminated against in apartment houses	13	13	...	13	...	...	...	8	4	...	1
Publications											
(a) notice .....	...	...	...	...	...	...	...	...	...	...	...
(b) sign	1	...	...	...	...	1	1	1	...	...	...
(c) symbol .....	...	...	...	...	...	...	...	...	...	...	...
(d) emblem .....	...	...	...	...	...	...	...	...	...	...	...
(e) other representation	2	...	...	...	1	1	1	2	...	...	...
Total	122	45	44	35	32	31	65	70	33	22	16

¹In many cases more than one cause of discrimination was shown on the complaint form.

²One Board of Inquiry was convened involving two separate employment cases affecting the same employer. A second Board of Inquiry was convened involving a public accommodation case.

J — Office of the Athletics Commissioner

Table J-1 — Statement of Revenue for Year Ending March 31, 1965

Professional Wrestling:

Taxes			\$11,153.10
Licences			
Professional Wrestling Licence Class 1	(1) @	\$500	500.00
Professional Wrestling Licence Class 2	(578) @	5	2,890.00
To take part in exhibitions	(218) @	5	1,090.00
To referee exhibitions	(17) @	10	170.00
To referee exhibitions	(13) @	25	325.00
			<hr/>
			\$16,128.10

Professional Boxing:

Taxes			\$ 142.15
Licences			
Professional Boxing Licence Class 1	(2) @	\$500	1,000.00
Professional Boxing Licence Class 2	(4) @	5	20.00
To take part in contests and exhibitions	(15) @	5	75.00
To referee contests and exhibitions	(6) @	2	12.00
To manage professional boxers	(1) @	5	5.00
To act as a second at contests and exhibitions	(10) @	2	20.00
			<hr/>
			1,274.15

Amateur Boxing:

Licence to hold contests or exhibitions	(28) @	5	\$ 140.00
Licence to referee contests or exhibitions	(13) @	1	13.00
			<hr/>
Miscellaneous			153.00
			.15
			<hr/>
			\$17,555.40

Security Deposits:

Security Deposits on hand as at April 1st, 1964	Cash	\$ 5,940.00	
	Bonds	2,900.00	
		<hr/>	\$ 8,840.00
Deposits received for fiscal year			
April 1/64 - March 31/65	Cash	\$ 1,700.00	
Less:			
Deposits refunded for fiscal year			
April 1/64 - March 31/65	Cash	1,040.00	
		<hr/>	660.00
			\$ 660.00
Balance on hand as at March 31, 1965	Cash	\$ 6,600.00	
	Bonds	2,900.00	\$ 9,500.00

Assistance to Amateur Sport:

Total spent on assistance to Minor Sports for year ending			
March 31, 1965			\$42,392.70
Awards and Prizes			1,820.75
Grants:			
Amateur Athletic Union, Central Ontario Branch		\$400.00	
Amateur Athletic Union, S-W Ontario Branch		490.00	
Amateur Athletic Union, Thunder Bay Branch		400.00	
91st Highlanders Athletic Club, Hamilton		500.00	
Ontario Badminton Association		500.00	
Toronto Grenadier Speed Skating Club		350.00	
Lakeshore Skating Club		324.00	
		<hr/>	2,964.00
Total			\$47,177.45



ONTARIO DEPARTMENT OF LABOUR

ANNUAL REPORT YEAR ENDING

MARCH 31st 1965

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ONTARIO DEPARTMENT OF LABOUR

Annual Report

APRIL 1, 1965

MARCH 31, 1966

***Department of Labour
Government of Ontario***

Labour Management Relations

Safety and Technical Services

Industrial Training

Labour Standards

Women's Bureau

Athletics Commissioner

Human Rights Commission

Research

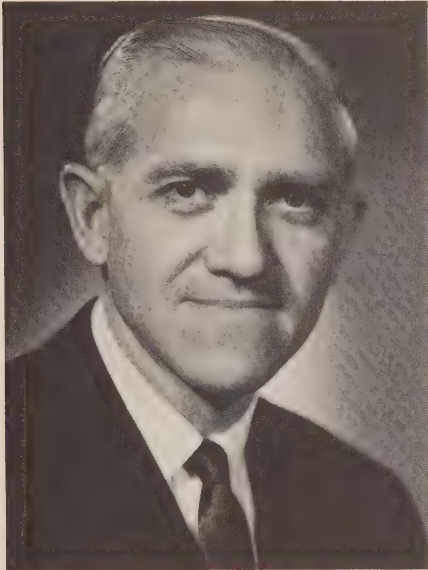
Personnel

Public Relations and Information

47th Annual Report Ontario Department of Labour

for the fiscal year ending
March 31st, 1966

Minister's
Letter of
Transmittal



Honourable Dalton Bales, Q.C., Minister



ONTARIO

DEPARTMENT OF LABOUR
OFFICE OF THE MINISTER

8 YORK STREET,
TORONTO 1

To His Honour the Lieutenant Governor in Council

May It Please Your Honour:

The undersigned has the honour to present to Your Honour the forty-seventh Annual Report of the Department of Labour, for the fiscal year ending March 31, 1966.

All of which is respectfully submitted.

A handwritten signature in dark ink, reading "Dalton Bales".

Dalton Bales, Q.C., Minister

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Introduction

During the fiscal year 1965-66, which continued to be one of social and economic change, the Ontario Department of Labour successfully implemented many of the policies outlined in the January 1965 Blueprint which set out major programme and organization objectives. Particularly, advances were made towards:

- (a) increasing the employability of the labour force through on-the-job training —
 - a pilot programme in the garment industry was completed which paved the way for the many short-term training projects undertaken during the year
 - 5,000 new apprentices registered in more than 100 trades and
 - 140 new apprenticeship programmes were in development with industry.
- (b) reducing accidents —
 - statistical data was compiled on past accident occurrences and causes
 - a record number of inspections were made
 - amendments were made to legislation on elevator inspections.
- (c) maintaining the basic standards of wages and working conditions —
 - the final stage of the 1963 minimum wage legislation came into effect in December 1965
 - more aggressive enforcement of minimum wage and other labour standards resulted in a return to employees of more than \$200,000 in under-payments.

In the period under review, Ontario continued the upward trend apparent in 1964; the total goods and services produced in the Province in 1965 increased by 9.1 per cent to \$20.7 billion. This increase in output, with its corresponding increase in employment and tight labour market, brought with it an additional demand for the manpower training services of the Department. In 1965 the labour force in the Province increased by

an estimated 58,000 persons while approximately 75,000 new jobs were created, thereby reducing unemployment by 17,000. The unemployment rate dropped from 3.2 per cent to 2.5 per cent and the need for skilled workers not only increased but intensified.

Trade union membership kept pace with changes in the labour force and showed an increase of 37,800 to a total of 614,900, or 23.6 per cent of the labour force.

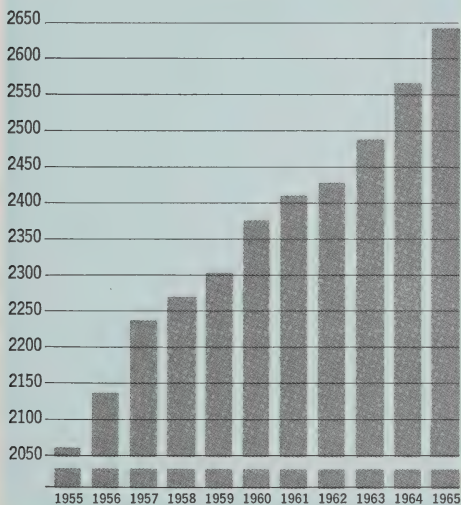
The Department's conciliation services were used to capacity with an increase in the number of strikes from 188 in 1964 to 239 in 1965 involving some 90,000 employees. A major source of this intensified industrial conflict was almost certainly unions' recognition of opportunity inherent in the continuing economic expansion. Agreements signed made improvements in many areas including pension plans, sick pay, medical plans and other matters having to do with worker job security. Many major agreements made provisions for general wage increases ranging roughly from 10c in one-year agreements to 15c in two-year agreements and 25c in three-year agreements.

In the area of Human Rights new legislation was introduced to eliminate discrimination in employment because of age. This legislation stands to destroy unfounded prejudice against the older worker and to advance equal opportunity for all. During the year, the Human Rights Commission successfully applied the conciliation formula to numerous discriminatory situations involving several Ontario communities.

The Women's Bureau continued to direct its efforts towards providing adequate information about jobs to the female population with the view to increasing their participation in the labour force. The Bureau also assisted in the establishment of a three-month Certified Visiting Homemakers Course.

Ontario Labour
Force,
thousands

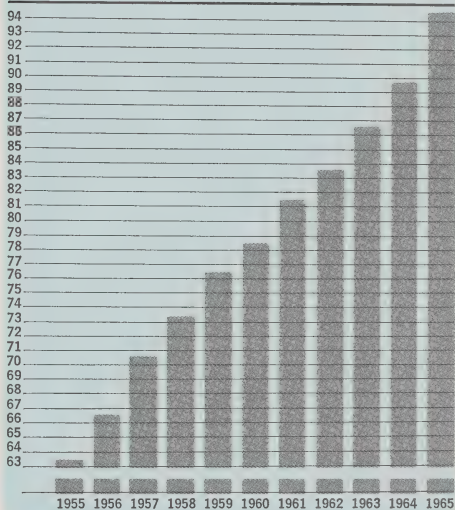
Source: D.B.S.
The Labour Force
Bulletin



The newly formed Research Branch undertook several special studies and provided information needed by the Department in formulating policy, legislative programmes and administrative practices. The period was largely formative and much of the Branch's work was concerned with labour relations, industrial training and working conditions. The Branch also handled many requests for immediate assistance and laid foundations for continuing research programmes.

Average Weekly
Wages in Ontario
in Dollars

Source: D.B.S.
Employment
and Payrolls



A re-organized and expanded Public Relations and Information Branch promoted the Department's programmes and legislation to specifically affected groups throughout the Province.

Increasing demands within the Department for skilled personnel necessitated expansion of the Personnel Branch which with the various Branches are involved throughout the year in assessing requirements for clerical, technical and sub-technical staff.



Labour Management Relations

The Labour Relations Board and the Conciliation Services Branch of the Department are charged with maintenance and promotion of harmonious labour-management relations. Both bodies operated by the Labour Relations Act, which establishes ground rules for collective bargaining between labour and management. The Board is primarily responsible for ruling on bargaining rights and unfair practises issues. Conciliation Services assists in actual bargaining upon the request of either or both parties when they are unable to reach agreement.

Ontario Labour Relations Board

The Ontario Labour Relations Board administers a large part of The Labour Relations Act, of which the following are major areas of its jurisdiction: certification of trade unions as collective bargaining agents for employees, termination of bargaining rights, declarations of unlawful strikes or lockouts, investigation of complaints of unfair labour practices, and permission to prosecute alleged violations of provisions of the Act.

The Board consists of a chairman, vice-chairman, four deputy vice-chairmen, four employer representatives, and four employee representations, all appointed by the Lieutenant-Governor-in-Council. Under the Act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division.

Summary of Operations in Fiscal Year 1965-66

During the fiscal year 1965-66, the Board received a total of 1,400 applications and complaints. This was 12 cases more than the 1,388 cases received in 1964-65, exclusive of conciliation applications which, as noted in last year's Annual Report, were transferred from the Board to the Minister of Labour.

During the year, the Board disposed of a total of 1,434 cases, 96 more than the total case disposition for 1964-65, again exclusive of conciliation applications.

At the end of the fiscal year there were 139 cases pending at various stages of processing.

The Board held 1,130 hearings and continuation of hearings during 1965-66, compared to 1,162 in 1964-65.

Certification of Bargaining Agents

During 1965-66, the Board received 992 certification applications, about five per cent more than in 1964-65. The rise produced another year of increased workload for the Board in the complex area of bargaining unit determination and the representation phase of certification proceedings. As in previous years, affiliates of the Canadian Labour Congress filed the largest number of the certification applications, producing 830, or 84 per cent, of the total; international and national trade unions unaffiliated with the Congress filed 145; and independent local trade unions contributed the remaining 17.

With a carry-over of 112 applications from the previous fiscal year, the Board dealt with a total of 1,104 certification applications. Of these, 1,004 were disposed of — 737 being granted, 182 dismissed, and 85 withdrawn. The remaining 100 applications were pending at March 31, 1966. The proportion of applications granted increased to 74 per cent from 72 in 1964-65.

Small bargaining units continued to predominate. More than half of the applications granted involved units of 15 or fewer employees. The total number of employees affected in the 737 applications granted was just over 20,500.

Of the 1,004 certification applications disposed of, 109 were closed on the results of representation elections. There were 21,951 employees eligible to vote in these elections, of whom 21,192, or 97 per cent participated.

Termination of Bargaining Rights

During the year, 69 applications for termination of the bargaining rights of trade unions were received by the Board. A carry-over of eight applications from the previous fiscal year brought the total number of termination applications dealt with to 77. Of the total, 31 were granted, 35 dismissed, and five withdrawn. The remaining six cases were undisposed of at the end of the year.

Status of Successor Trade Union or Successor Employer

The Board dealt with 29 applications for declarations concerning the status of successor trade unions. This number included 25 cases received during the year and four carried over from the previous year. Affirmative declarations were issued in 27 cases; one case was dismissed, and one was withdrawn.

Four applications for declarations concerning the status of successor employers were also received during the year, and one was carried over from the previous year. Of the total five cases affirmative declarations were issued in three, one was dismissed, and one was undisposed of at 31st March, 1966.

Conciliation Application

An application for conciliation which was carried over from the previous year was withdrawn during this current period.

Strikes and Lockouts

Fifty applications for declarations that strikes were unlawful were received in 1965-66. Of these, eight were granted, four dismissed, and thirty-eight withdrawn.

Four applications for declarations that lockouts were unlawful were also filed. All were dismissed.

Consent to Institute Prosecution

Applications for consent to institute prosecution increased to 92 during the fiscal year 1965-66, from 68 in the preceding year. Of the 1965-66 applications, 60 were filed by employers against trade unions and individuals for allegedly engaging in unlawful strikes, 31 were filed by trade unions and employees against employers for various alleged violations of the Act, and one was received from an employer against a trade union and an employer jointly.

With one application carried over from the previous fiscal year, the Board had a total of 93 prosecution applications to process in 1965-66. Of the total, 31 were granted, 16 dismissed, and 44 withdrawn. Two cases were undisposed of at March 31, 1966.

Complaints of Unfair Practices in Employment

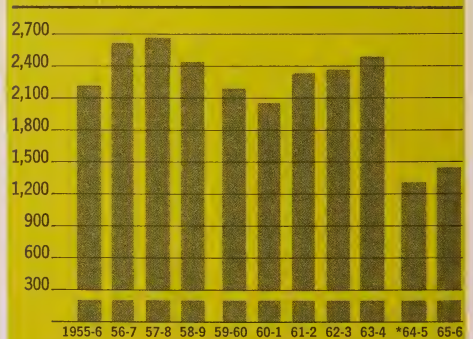
In the fiscal year 1965-66, the Board received 115 complaints of unfair practices in employment, as against 159 in 1964-65. The majority of the complaints were filed by trade unions charging that employees had been discharged for union activity. A carry-over of 16 cases from the previous fiscal year brought the total of complaints dealt with in 1965-66 to 131. Of these, 113 were disposed of, and 18 were pending at March 31, 1966.

Of 107 cases alleging unlawful discharge for trade union activity, 61 were settled in discussions with field officers of the Board; 28 were heard and disposed of, four dismissed, and 14 withdrawn.

Jurisdictional Disputes

Eighteen complaints regarding jurisdictional disputes between trade unions were received by the Board during the fiscal year 1965-66, and were transmitted to a jurisdictional disputes commission.

Applications filed with the Ontario Labour Relations Board by fiscal years



*Exclusive of Conciliation Applications Transferred to the Minister of Labour.

Trusteeships

Six statements of local unions under trusteeship were filed with the Board in accordance with the provisions of section 60 of the Act. With two trusteeships carried over from the previous year, the Board had a total of eight statements of trusteeship before it in the fiscal year under review. Four trusteeships were discontinued by March 31, 1965, and the remaining four were still in effect at that date.

Miscellaneous Applications and Complaints

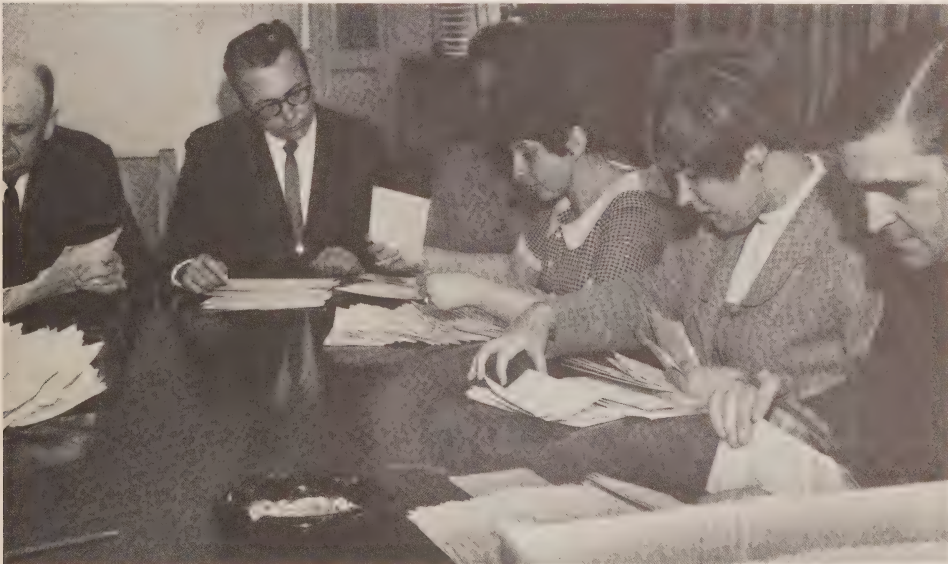
An application under section 34(3) of the Act requesting modification of the arbitration provision of a collective agreement was carried over from the fiscal year 1964-65, but no applications of this type were received during the fiscal year 1965-66. The arbitration provision was modified by the Board.

Two applications were received under section 39(3), seeking early termination of collective agreements. The Board consented to early termination of the agreement in both applications.

Four applications were received under section 66(6), seeking review by the Board of interim orders of a jurisdictional disputes commission. Two of these applications were dismissed, one was withdrawn, and one was undisposed of at March 31, 1966.

During the fiscal year, the Board dealt with twenty-five applications under section 79(2) seeking decisions on whether persons were employees under the Act. Of these applications, which included seven carried over from the previous fiscal year, decisions were issued clarifying the matter in nine cases; eight applications were withdrawn; and the remaining eight were undisposed of at the end of the year.

Twenty-four cases were referred to the Board by the Minister of Labour under section 79(a) of the Act during the fiscal year 1965-66. Twenty-three such references were carried over from the previous year, making a total of forty-seven cases to be processed in 1965-66. Of these, forty-five were disposed of, and two were pending at March 31, 1966.



Conciliation Services



Conciliation officers dealt with 1,453 collective agreement disputes during the year, including a carryover of 188 from the preceding year, all of which involved 1,908 employers and 199,973 employees. The officers were successful in helping to bring about agreements in 592 disputes involving 674 employers and 48,068 employees. An additional 401 disputes were referred to conciliation boards for disposition, while 243 disputes were not recommended for conciliation boards. Fourteen other disputes lapsed. The remaining 203 had not been disposed of at the end of the year.

Conciliation Boards

Even when full agreement is not reached at the first level, conciliation officers often bring about agreement in many of the issues dividing the parties with the result that when a dispute comes before a conciliation board, often only a few issues remain unsettled.

Of the 401 disputes referred to conciliation boards and the additional 91 carried over from 1965, agreements were effected in 29 disputes before conciliation boards were formally established; boards were formally established in 369 cases involving 435 employers and

75,260 employees. Two disputes lapsed and were awaiting chairmen at the end of the fiscal year.

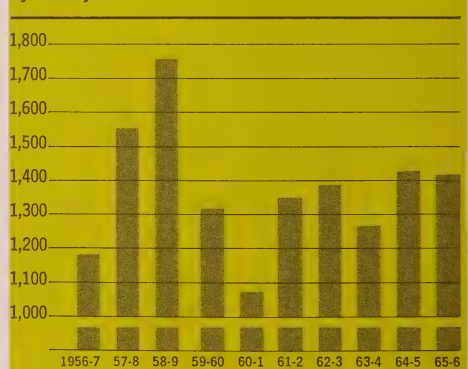
In addition to the 369 disputes in which Boards were established another 76 disputes were carried over from the preceding year and were also dealt with bringing the total of disputes handled for the year to 445, involving a grand total of 525 employers and 89,410 employees. Conciliation boards directly achieved agreements during the year in 168 disputes involving 27,698 employees. Agreements were not directly achieved in 207 disputes, involving 54,771 employees; 70 disputes were pending before conciliation boards at the end of the fiscal year.

Special Assignments of Conciliation Officers

In what is becoming an increasingly important field of activity, post-conciliation, officers were successful during the year in bringing about agreements after a board of conciliation had reported. Conciliation officers also assisted in bringing about settlements in cases where strikes or lockouts had occurred.

Post-conciliation agreements were accomplished in 13 cases, involving a total of 12,472 employees. In attempts at conciliation following strikes or lockouts, conciliation officers were successful in 31 cases involving 15,165 employees.

Appointments of Conciliation Officers to effect collective agreements by fiscal year







Safety and Technical Services Division

The Safety and Technical Services Division directs four main types of activities in the development and administration of safety legislation; the study of hazards and their control; approval of designs; licensing of installations; and the field enforcement of statutes and regulations. The Division acts as a co-ordinating head for the activities of five branches: Industrial Safety; Construction Safety; Elevator Inspection; Board of Examiners of Operating Engineers; and Boiler Inspection.

The Industrial Safety Branch administers The Industrial Safety Act which was formed from The Factory, Shop and Office Building Act. The engineering section of the branch examines and approves drawings and specifications for new industrial and commercial buildings and projects and also inspects the completed work. The section is concerned with the elimination of hazards to health and safety in new buildings.

Directives are issued by the Safety Section on the guarding of machinery, ventilation, sanitation and welfare, exits, personal protective devices and other safety or health hazards. The total staff of the Branch is 145, and its field staff checks working conditions and safety measures in all factories, shops, restaurants, and office buildings, and investigates industrial accidents and reports of occupational disease.

Particular attention is given to general industry's guarding of machinery, stability of the buildings and working conditions in general. The officers ensure that exit facilities are easily accessible, and that fire protection and extinguishing equipment are functioning properly. Processes and operations involving the use of toxic, explosive, or other potentially dangerous material are reviewed to ensure that adequate ventilation and other safety measures are provided. The Branch is offering to industry detailed and formal advice as to appropriate machine guarding techniques and devices.

The Construction Safety Branch administers both the Construction Safety Act and The Trench Excavators' Protection Act. To ensure uniform and effective enforcement of the Act, Branch Safety officers instruct, advise and assist municipally-appointed inspectors making regular visits to each municipality to carry out joint inspections and discuss interpretations and policy matters with local authorities.

Studies of the most effective organization for underground rescue were initiated. This organization would

be immediately available to supervise rescue operations in underground accidents.

A special safety program is being launched to further reduce the number of trenching accidents in the province. A therapeutic decompression chamber has been installed in the Toronto General Hospital for the treatment of acute caisson disease under the sponsorship of the Workmen's Compensation Board.

The Elevator Inspection Branch inspects elevators, escalators, ski tows and ski lifts, investigates failure of equipment or accidents arising from their use, and issues licences for the operation of all elevating devices. It also registers all persons engaged in manufacturing, installing, testing, or otherwise working on elevators or lifts, and is responsible for the examination and approval of drawings and specifications for proposed, new or altered installations.

The Branch is also responsible for the administration of The Construction Hoists Act, under which it inspects all construction hoists, issues licences for their operation and investigates failure of equipment and accidents on hoists. The Branch also examines and is responsible for approval of all drawings and specifications for workmen's hoists.

The Board of Examiners of Operating Engineers has the responsibility for ensuring that competent and properly qualified personnel are in charge of the operation of equipment such as stationary engines, compressors and turbines, boilers, hot water units and hoisting equipment. It must conduct examinations of applicants for certificates of qualification as operating engineers or operators.

The Branch administers and enforces The Operative Engineers Act, and it registers plants and inspects premises where a plant is being installed or operated. The Board holds scheduled examinations in Toronto and other centres, and prepares and revises examination papers and text books.

Books available from the Board are "Basic Power Plant Engineering", "Refrigeration and Air Compression", and "The Operating Engineers Handbook". A new field undertaken by the Board is the preparation and marking of examination papers to qualify supervisors at Canadian atomic energy plants.

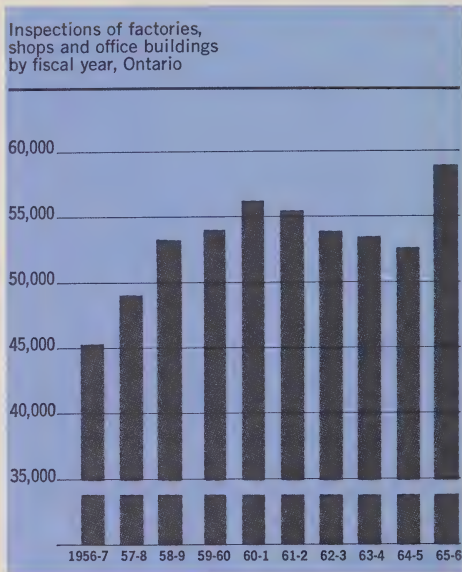
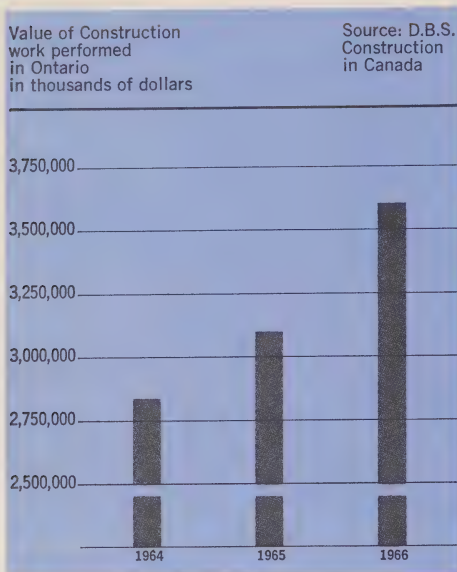
The Boiler Inspection Branch inspects boilers, pressure vessels and plants, and issues design approvals for

them and their fitting. The Branch conducts development work connected with the use, welding and general service qualities of the many new materials now used and proposed for use in the generation of atomic energy, large thermal generating stations, and in the chemical industry.

The prevention of accidents and explosions is the primary goal of the Branch. It is now concerned with installations for thermal and nuclear generating

stations, and as well, maintains a close liaison with the American Society of Mechanical Engineers and The National Board of Boiler and Pressure Vessel Inspectors in the United States.

The Director of the Safety and Technical Services Division also furnishes liaison with the Labour Safety Council of Ontario, and other Government Departments, Commissions and Boards.



Labour Safety Council

The Labour Safety Council of Ontario was first established in December 1962, and consisted of seven members drawn from industry and labour. The members are chosen by the Minister of Labour and appointed by Order-in-Council. While members' services are voluntary, they are compensated for travelling expenses.

As a result of the Council's Report on Accident Prevention and Safety Education in Ontario, presented in January 1965, the Council's scope was broadened, membership enlarged, and a permanent staff assigned to an Executive Director who was appointed January 1st, 1966. The new Council, consisting of 14 members (equally representative of union and management) and a Chairman, was appointed January 13th, 1966. The inaugural meeting was held January 17th, 1966.

On the recommendation of the Council the Department has provided a grant of \$20,000 to the University of Toronto to commence a study into the underlying causes of accidents. Several other projects are in the initial planning stage including a study of safety legislation to determine any overlapping or deficiencies that may exist. Future recommendations of the Council will depend on the results of these studies.

Industrial Safety Branch

The Industrial Safety Branch has taken as its credo the formal policy statement issued by the Board of Directors of the National Safety Council in 1949 — "The elimination of accidents is vital to the public interest. Accidents produce economic and social loss, impair individual and group productivity, cause inefficiency and retard the advancement of standards of living."

In line with this, the Branch has, through services made available to industry, won approval for many of the safety programs instituted within the last year.

At all levels, substantial progress has been made in enlisting the support of management, organized labour and employees in the Branch's campaign to reduce accident losses. In the previous fiscal period geographical regional boundaries were established to divide the Province into three district regions. A northern region was established in this current period, making a total of four regions.

Statistical data on past accident sources and instances has been compiled by the Branch. Enforcement officers, armed with this data, will be assigned to prevent re-occurrence of similar accident situations.

Ontario's workforce of some 1,440,498 people is affected by the Industrial Safety Act, 1964. During the year, 59 Industrial Safety Officers carried out a total of 59,668 inspections and issued some 53,632 directions to employers on violations of the Act and Regulations.

Of the 25,443 accidents reported, 2,366 were thoroughly investigated. The number of fatalities reported and investigated was 56. A total of 310 unsafe machines were tagged out of service.

The Branch recommended 43 prosecutions under The Industrial Safety Act, 1964 and Regulations.

Statistics reflect the boom in Ontario's economy by showing a record number of 3,456 drawings approved of both new buildings, and additions or alterations to existing structures. These represented an estimated value of \$364,096,900. Approvals granted for projects valued at \$100,000 or more reached a new high of 714 which includes 6 at \$5,000,000 and over. Fees for approvals totalled \$364,680. Approvals of dust control systems in foundries totalled 133.

The following is a ten year summary of drawings approved, their value and fees collected.

Fiscal Year	Number of Drawings Approved	Value of Projects \$	Fees \$
1955-56	1,843*	120,352,200	124,201
1956-57	2,013*	188,334,900*	190,910*
1957-58	2,037	142,906,700	147,181
1958-59	2,137*	213,245,100	195,363*
1959-60	2,711*	194,569,000	196,988*
1960-61	2,576	199,289,900	203,806*
1961-62	2,441	215,131,400*	189,708
1962-63	2,517	205,467,900	201,539
1963-64	2,921*	262,138,600*	247,182*
1964-65	3,262*	398,360,400*	334,056*
1965-66	3,546*	364,096,900	364,680*

*Denotes record values

Branch Engineers made a total of 271 inspections and the Construction Superintendents made 3,972. A total of 405 foundries were inspected by the Foundry Inspector.

Construction Safety Branch

The safety of workmen on construction projects throughout Ontario is the concern of the Construction Safety Branch. The Branch's own inspectors, and the municipally-appointed inspectors whom they advise and assist, continuously advise both the employer and the workman on construction projects about the regulations of The Construction Safety Act and the steps which must be taken to implement these regulations. In 1965-66 there were 246 municipally-appointed inspectors enforcing The Construction Safety Act and more than 1,000 enforcing The Trench Excavators' Protection Act. Both acts are administered by this Branch.

Safety officers of the Branch carried out inspections in the municipalities of the Northern territorial districts with less than 5,000 population and in territories without municipal organizations. In the other municipal areas and counties of Southern Ontario, work is done by 246 construction inspectors who are appointed by local governments as required by law.

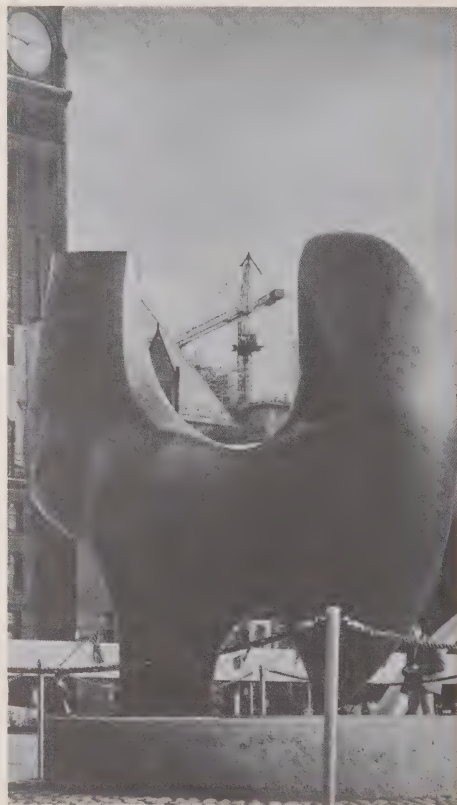
During the fiscal year, inspections of 106,564 construction sites were made which resulted in 153 charges being laid and 61 convictions. Stop-work orders were issued in 1,800 cases of dangerous working conditions. Orders to correct unsafe conditions numbered 10,334. To ensure uniform and effective enforcement of the Act, Branch safety officers instructed, advised and assisted municipally-appointed inspectors, making regular visits to each municipality to carry out joint inspections and discuss interpretations and policy matters with local authorities. These visits continued to be increasingly necessary because of the amendments to the Act which broadened its application and clarified a number of points which had arisen since its last amendment.

The inspection and enforcement of the requirements of The Trench Excavators' Protection Act are carried out by municipal trench inspectors appointed by local municipalities. The new amendments to the act require, among other things, that provincial inspectors shall advise, assist and instruct the municipal trench inspectors; that an annual report must be prepared by the senior municipal trench inspector giving statistical information on length of trenches; that the number of inspections and other relevant data must be recorded; and that the chief officer of the Branch must receive from the constructor a copy of notices of intention to excavate a trench when the trench is over 100 feet long. These amendments have enabled the preparation of statistical information useful for organizing inspec-

tion activities and assessing the effectiveness of the legislation.

During the year, the Branch's four inspectors of caissons made 2,832 inspections on underground projects. Included were inspections of 177,580 linear feet of tunneling.

A sub-surface rescue organization met several times during the year to establish working operations in liaison with other responsible groups. No occasions arose which required exercise of the organization.



Elevator Inspection Branch

The Elevator Inspection Branch conducts frequent and complete inspections of elevators, lifts, ski tows, ski lifts and construction hoists under the authority of The Elevators and Lifts Act and The Construction Hoists Act.

The Branch is also responsible for licensing the operation of such machinery, investigating equipment failures or accidents arising from their use, and examining and approving drawings and specifications for new installations or proposed alterations to existing installations.

Contractors:

During the year registration of contractors decreased to 51 from 80 in the previous fiscal year. Eight of these registrations were first registrations.

Inspections:

A total of 7,989 inspections were carried out during the year, an increase of more than 20% over the previous year and a new high for the Branch.

There were 16,837 directions issued during the year for improvement and licensing; 7,504 of these dealing with freight elevators and 7,419 with passenger elevators.

Shut downs were ordered in 110 cases and remained shut down until unsafe conditions were remedied.

During the year under review inspections of construction hoists rose to 1,566 from 1,375 the previous year; an increase of 13% which is in keeping with the increase in the construction industry. The inspectorate staff was increased to 22 because of increased requirements for inspection services. With the amendment to Legislation, the Department of Labour took over inspections of all elevators and lifts as of January 1st, 1966, which meant a redistribution of inspection districts. New district offices were established in Windsor, London, Hamilton, Kingston and Sudbury and seven additional districts in Metro Toronto, making a total of 24 districts. Both the Toronto and Sudbury districts were vacant at the close of the year.

Owners of elevating devices reported 520 accidents during the fiscal year involving 617 persons. Of the 442 injured, 303 were riding escalators and their injuries were in most cases due to their own carelessness.

Construction hoist accidents resulted in six persons being injured, two of them fatally.

Prosecutions:

Seventeen charges were laid during the fiscal year, which resulted in 13 convictions. There were 13 charges laid for operating an unlicensed elevating device and one for carrying out a major alteration without submitting drawings for approval. Three charges laid under The Construction Hoists Act were dismissed.

Drawings:

A total of 1,171 drawings and specifications were approved; 1,084 concerned new installations and 87 involved major alterations. Thirty-five drawings for Workmen's Hoists were also approved.

Licences:

A total of 9,018 initial, duplicate and renewal licences were issued during the year covering all types of elevating devices. There were 4,475 licences issued for passenger and 3,043 issued for freight elevators. This is a decrease of 2,467 licences issued from the previous year of 11,485. This change was brought about by amendments to the legislation resulting in a change in the procedure of granting a licence. A licence will now remain in force for a period of twelve months from the date of issue instead of the calendar year, as specified under our previous legislation.

Licences for construction hoists totalled 395, a slight increase over the previous year of 390.

Certificate of Competency:

Twenty-three certificates were issued to inspectors and engineers of the Branch and two to insurance representatives who received their certificates late in the fiscal year. Due to the change in legislation, no Certificates of Competency were issued after January 1st, 1966 to persons other than Department inspectors. Revenue under The Elevators and Lifts Act was \$197,993.95 an increase of \$52,297.00 over the previous year.

Under The Construction Hoists Act revenue was \$13,921.00 an increase of \$3,400.00 over the previous year.

Boiler Inspection Branch

Inspections of boilers, pressure vessels and plants totalled 53,928 in 1965, showing an 18.9 per cent record increase. Besides inspections, the Branch also approves and registers designs for boilers, pressure vessels and fittings to be manufactured or used in Ontario. Last year, new design approvals numbered 3,021, a new record. Officers of the Branch also carried out 8,633 tests of operators who join metals by the metallic arc, oxygen acetylene and brazing processes. These tests have achieved new importance because of increasing use of many new materials and alloys in general industry and generating stations.

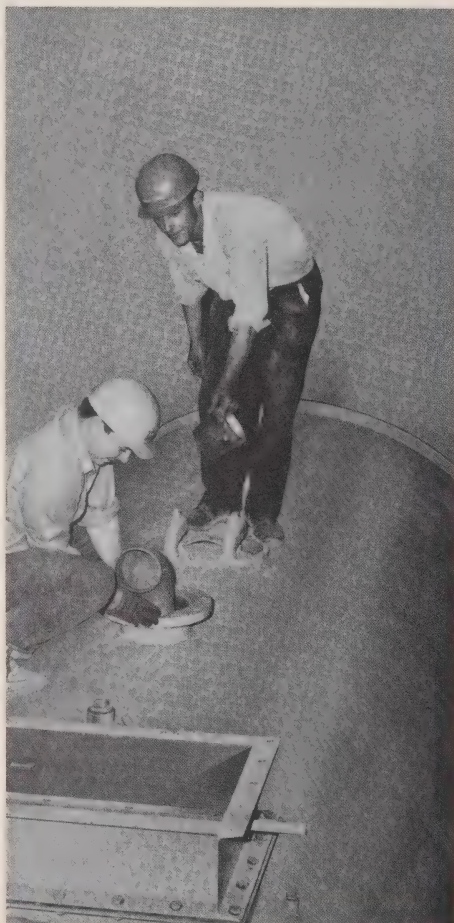
The Boiler Inspection Branch has been active as well in approval of designs for projected nuclear thermal devices which is a continuation of its work begun in 1958 on the Rolphton Nuclear Generating Station. The Branch increased inspection of the soon-to-be-complete Douglas Point Station on Lake Huron and is acting in a consultive capacity in the development of the new Pickering installation.

First certificates of competency as boiler inspectors were issued to 17 persons who passed the examination and were therefore qualified to conduct boiler and associated inspection service. Twenty-five reciprocal certificates were issued for the same purpose to persons who qualified for such a certificate under the Regulations. Renewal certificates issued numbered 223. The Branch has officers located at 21 strategic centres throughout Ontario. The work load in those centres is constantly under review in order to ensure that the demands of industry and development are met by adequate staffing.

In the fiscal year under review, inspectors of the Branch were called upon to investigate and report upon 23 accidents or explosions from a variety of causes. In addition, there were five accidents reported and investigated by the Branch that did not come within the scope of The Boilers and Pressure Vessels Act, 1962-63 since they occurred in vessels or sections of plant properly designated "non-code" or low pressure.

In each case Branch inspectors made a thorough investigation of the circumstances leading to the accident. In many cases, investigations were conducted in close co-operation with other safety officers in order to correct any irregularities or violations found and in

order to make suitable recommendations for the prevention of future accidents or their causes. Thirty-two boilers and 35 pressure vessels were condemned.



Board of Examiners of Operating Engineers

The Board of Examiners and its staff of operating engineers must approve applicants for certificates of qualification as operating engineers or operators. Seven inspectors are responsible for administering and enforcing The Operating Engineers Act, the registration of steam, refrigeration and compressor plants and for the inspection of premises where a plant is being installed or operated.

The Board is appointed by the Lieutenant-Governor in Council under The Operating Engineers Act. At March 31st, 1966, the Board was composed of four members, one of whom is designated as Chairman of the Board, and all are officers of the Department and full-time civil servants.

Registration of Plants Certificates of Registration

Expecting an early proclamation of The Operating Engineers Act and Regulations 1965, which are the 1960 Act and Regulations as amended, the present registration system was thoroughly examined. The new Act does not permit equipment in new plants to be split and registered as several small plants, since this practice was found to defeat the prime purpose of the Act. Plants so registered under the 1960 Act will, however, be kept on record for identification purposes.

New statistics as of March 31st, 1966, show a total of 4,378 registered plants. This consists of 2,939 plants under the jurisdiction of the Act and 1,439 sub-plants. A total of 590 plants within the jurisdiction of the Act and an additional 178 sub-plants were removed from registration due to demolition, steam purchasing or those otherwise inoperative.

Plant registration certificates issued in the fiscal year 1965/66 numbered 644 including 114 new plants; the remainder were issued for sub-plants, reregistrations and duplicates.

Examinations and Results

The number of applicants for certificates of qualification as operating engineers or operators examined by the Board during the year totalled 2,752. Of this total, 197 (seven per cent) failed to pass the requisite examination.

Of the 2,752 applicants before the Board for examination, 62% were examined in the city of Toronto and 38% were examined in other centres in Ontario.

For not meeting the requirements of the Act and Regulations, 5.7% of the applicants were found ineligible

for examination. While a total of 3,148 examinations was written; this should not be confused with the actual number of candidates accepted for examination, since several candidates repeated the examination before obtaining a certificate.

In addition to the examinations conducted under The Operating Engineers Act, the Board examined the qualifications of 22 applicants for certificates of competency under the Boilers and Pressure Vessels Act.

The Department of Labour is represented by a Member of the Board on an examination committee for the Atomic Energy Control Board.

Certificates of Qualification

1966 certificates were not issued to engineers and operators pending proclamation of the 1965 Act; however, a form letter was forwarded to each engineer or operator who sent in his renewal form, which stated that his 1965 certificate was valid on receipt of the form letter. Total number of certificates issued in the fiscal year was 29,256. This represented 26,701 renewal certificates and 2,555 issued by examination, approximately the same as the previous year.

Failure to remit the renewal fee for the five previous years resulted in the lapse of 1,085 certificates. These can only be reinstated after complying with the requirements of the Act.

Twenty-nine provisional certificates were issued during the fiscal year 1965/66.

Five thousand revised copies of the text-book "Basic Power Plant Engineering" were printed.

The Operating Engineers Handbook was also reprinted and distributed to individuals and organizations concerned with plant operation and safety.

In order to place the 1965 Act into effect on a sound basis, accurate information had to be obtained on such items as the number and classification of certified engineers and operators, the number and classification of registered plants, the number of plants registered with "more than one registration on the same premises," and the number of plants registered as "not within the scope of the Act."

Due to their familiarity with the work, the Branch inspectors were used on this program. Apart from checking each plant registration file they were sent to Ontario centres on special assignments to obtain information on plants which had not been inspected or reported on since 1955. This research resulted in

768 mining plants being deleted from the records of plant registrations.

During the year 7,668 plants were visited by the Branch inspectors. Of the 417 violations reported, 384 have been corrected, the other 33 were in the process of correction at the fiscal year end.

Inspection figures differ considerably with the previous year due to the inspectors being used on the research program.

A number of interviews were arranged between the Chairman, Board Members and plant owners, consulting engineers, representatives of labour organizations and other interested parties. Assistance and advice were offered on such matters as staffing new plants with certificated engineers to comply with the requirements of the Act, alterations to plant equipment and

layout, study and examination procedure, and correcting infractions of The Operating Engineers Act.

The Chairman and, on occasions, Board Members addressed several interested groups on such topics as the intent and application of the 1965 Operating Engineers Act, and examination procedures.

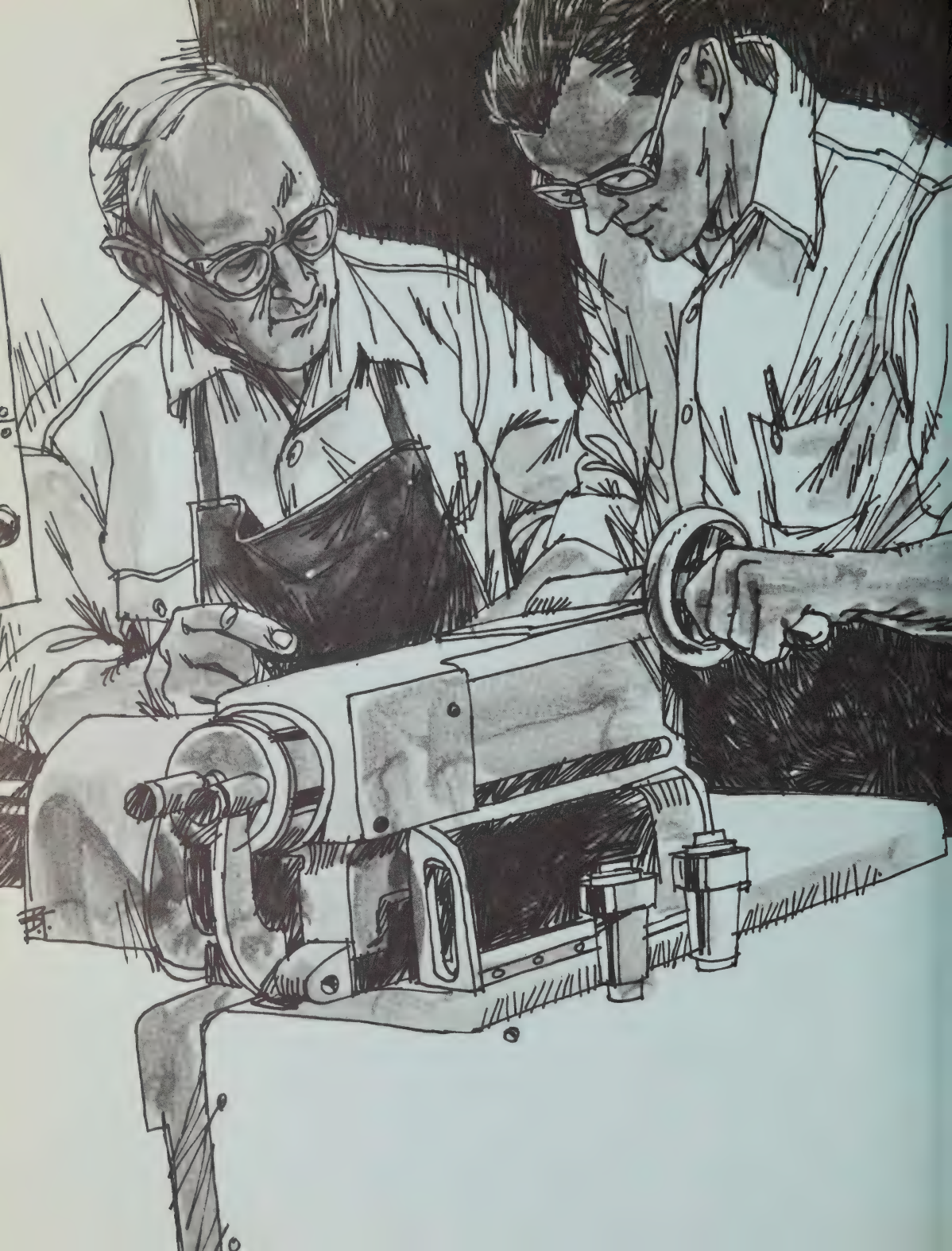
Board meetings were held at regular intervals to discuss and rule on problems connected with the Act. There were no certificates cancelled or suspended by the Board, nor were there any prosecutions laid against plant owners.

Eleven accidents related to operation of plants registered under The Operating Engineers Act were reported, of which six were fatal.

Net revenue collected under The Operating Engineers Act for the fiscal year totalled \$171,146.06.







Industrial Training Program

Major changes to industrial training programs, begun in the last fiscal period, were continued and resulted in a revised and expanded On-the-Job Training (OJT) program which has been accepted enthusiastically by industry as one means of meeting demands for fully qualified tradesmen and workers. On-the-Job Training covers both apprenticeship and short-term skilled training.

Short-Term Skill Training

This training program involves two segments of the working force: the unemployed and unskilled, and the employed worker who because of technological change, requires upgrading or retraining.

A pilot project was started in the garment industry in March 1965. As a result, training projects were instituted in five other firms in the same industry August 16th, 1965. Between that date and March 31st, 1966, projects were commenced in 105 firms representing 28 types of industry which are scheduled to train 9,164 men and women. Of this total, 1,700 are current employees being upgraded or retrained.

While exceptions are sometimes necessary, the normal minimum number of trainees for which a project will be prepared is six, the number of trainees considered to come within the capabilities of one instructor. Individual training projects vary greatly in the number of trainees involved, ranging from six in the garment industry to 1,178 in a particular metal working plant.

Long-Term Apprenticeship Training

While short-term training was bringing previously unemployable persons into productive capabilities, and helping to fill the Ontario skill gap, the skilled tradesman was not being forgotten. The promotion of apprenticeship, a major function of the 46 counsellors in the Field Services Division, resulted in many new firms adopting this form of training. At the same time the Promotion and Development Division conducted studies on new apprenticeship programs for such trades as Butcher & Meat Cutter, Dry Cleaner & Launderer, Ironworker, etc.

Apprentices registered during the year in trades covered by regulations totalled 4,174 as compared to 4,243 in 1964. In trades without regulations, registrations of 838 compared with 948 in 1964-65.

On March 31st, 1966, apprenticeship contracts in force in all trades totalled 12,454 as compared with 11,342 on the same date in 1965.

Compulsory certification was extended during the year to the trades of Plumber, Sheet Metal Worker and Steamfitter, which joined the previously certified trades of Air Conditioning and Refrigeration, Barbering, Electrician, Hairdressing, Motor Vehicle Repairing and Chef (the latter on a voluntary basis.)

Trade Schools

During his training an apprentice normally attends two 10-week courses at trade schools administered by the Department of Education. Apprentice chefs, barbers and hairdressers attend a 20-week pre-apprenticeship course as soon as possible after registration of the contract.

The Provincial Institute of Trades, the Provincial Institute of Trades and Occupations and the Provincial Institute of Automotive and Allied Trades, all in Toronto, and Ontario Vocational Centres in London, Ottawa and Sault Ste. Marie, accepted 4,268 apprentices during the year. Of these 1,844 were motor vehicle repairers, 1,847 represented the building trades, 126 and 200 were barbers and hairdressers respectively with 179 cooks, 51 millwrights, 15 tool and die makers and six watch repairers completing the roster.

Certificates of Apprenticeship

Each apprentice who satisfactorily completes his contract is awarded a certificate of apprenticeship. In certain trades an Inter-Provincial examination is applied and a mark of 70 per cent or higher results in the certificate bearing the Inter-Provincial seal by which the capabilities of the holder are recognized by all participating provinces. Apprentices completing their contracts during the year numbered 2,067 of whom 1,920 were awarded certificates. Of these in turn, 631 received the seal.

Certificates of Qualification

Graduate apprentices in trades requiring certification qualify automatically for the relative certificate of qualification. Non-apprentices must qualify by written examination. Initial certificates issued during the year totalled 11,621.

Private Schools

The Director may license private schools in which certified trades are taught. The numbers of these remained static, and during the calendar year 1965 the 23 hairdressing and four barber schools registered 1,697 and 129 students respectively in comparison with the 1,666 and 148 registrations in 1964.

Provincial Advisory Committees

Under the Act an advisory committee for each trade may be appointed as required. Members are drawn from various areas of the province and equally represent labour and management. Together with officials of both Departments of Labour and Education, committees meet regularly to deal with matters affecting that trade. Appointments are limited to three-year terms with a subsequent two-year lapse before re-appointment may be considered.

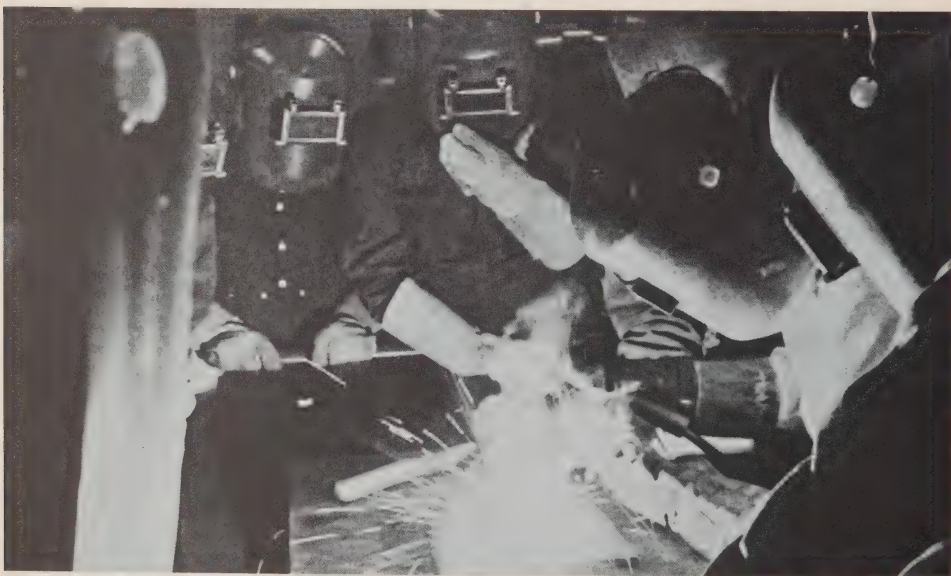
Fourteen Committees previously appointed represented the trades of Air Conditioning and Refrigeration,

Barber, Carpenter, Chef, Electrician, Electronic Repair, Hairdresser, Heavy Duty Repair, Motor Vehicle Repair, Painter & Decorator, Plumber & Steamfitter, Sheet Metal Worker, Tool & Die Maker and Watch Repairer. Four Committees were added to advise on the trades of Butcher & Meat Cutter, Dry Cleaners & Launderers, Ironworker and Lather.

Many local apprenticeship committees have been formed across the province to interview prospective or registered apprentices and journeymen and to advise the Provincial Advisory Committees on training priorities relating to each locality.

Apprenticeship Councils

A group of associated employers may, with the Director's approval, form a council to which apprentices may be registered. This permits rotation of apprentices through various employers in the area, with consequent broadening of trade knowledge.



Labour Standards Branch

The Labour Standards Branch was organized in 1963 and administers The Minimum Wage Act, The Hours of Work and Vacations with Pay Act, The Industrial Standards Act, The Employment Agencies Act, and parts of The Wages Act. The Branch is also responsible for setting trade rates, working conditions and field investigations under the program of Fair Wage Schedules on Government Projects for the Departments of Public Works, Ontario Water Resources Commission, Ontario Housing Corporation and Highways. The Branch is further charged with the control and administration of Handicap Worker Permits, and Homeworker and Overtime Permits. The Branch is organized into specific divisions namely: (a) Industry and Labour Board, (b) Minimum Wage, Wage Acts, Handicap and Homeworker Permits, (c) Hours of Work, Vacations with Pay and Overtime Permits, (d) Industrial Standards, Fair Wage Schedules, (e) Employment Agencies, (f) Field Operations, (g) Head Office.

Industry and Labour Board

The Industry and Labour Board is a corporate body consisting of a Chairman and two members who are officers of the Department of Labour who hold inquiries with respect to the administration of The Minimum Wage and Hours of Work and Vacations with Pay Acts. The Chairman of this Board has all the powers that may be conferred upon a commissioner under The Public Inquiries Act.

This Board held 72 meetings and a total of 126 individual inquiries and interviews with employers, or union representatives during this fiscal year.

Minimum Wages

The Minimum Wage Act's purpose is to protect workers, especially those not protected by a collective agreement or an applicable Industrial Standards schedule. Not only does a Minimum Wage help those who cannot protect themselves, it also results in more favourable competition to employers who pay fair wages. In order to establish a floor level below which wages are not allowed to fall, the Branch has been working since 1963 towards the establishment of a minimum hourly rate of wages of \$1 per hour to General Workers and Hotel and Restaurant Workers, and to a minimum hourly rate of wages of \$1.25 to Construction Workers. These minimum wage rates have been in effect throughout the Province since the latter part of 1965. The many

orders covering this Act were consolidated into three distinct orders to cover the aforementioned workers and the Taxicab Industry.

Payroll Inspections — Minimum Wage

Complaints by employees resulted in 4,513 payroll inspections during the year. These were in addition to the 60,208 routine investigations under all of the legislation administered in the Branch. Monies totalling \$215,568 were collected for employees and a further \$14,428 of underpayments were uncovered by investigation and were paid direct from employers to employees. The very noticeable increase in the number of investigations undertaken by our field staff and the increase of underpaid wages collected were due to the minimum wage arriving at a parity for both male and female throughout Ontario. This division of the Branch approved Homeworker Permits to 441 firms for employment performed in the homes, and 202 Handicap Worker Permits were issued during this year. There has been a definite increase of interest in industry in the Handicap Worker program, and this has required specialization of administration to provide adequate service to this very important section of the Branch.

There were five Minimum Wage court convictions during this past year involving charges of underpayments and failure to produce payroll records.

Hours of Work and Vacations with Pay

The above Act limits employees to a maximum of 48 hours a week and provides for at least one week of vacation for every year of employment.

An employer may also, with Board approval, provide for extension by not more than 12 hours of the work week of engineers, watchmen, firemen, shippers and certain other categories of non-productive work, and for an extension by not more than 100 hours a year of the work hours of other employees.

During the fiscal year 2,582 employers were issued the 100 excess hour permit, and 663 additional permits were granted for special overtime circumstances. The considerable increase in the requests for this type of permission can be attributed to the shortage of supply of skilled and semi-skilled workers which is very evident in the Baking Industry, Tool and Die Making Industry, Construction Industry, Car Wash Industry, Contract Caretaking Industry, Nursery and Landscaping Industry and many others.

Vacation with Pay Stamps

Vacation with pay stamps may be issued to an employee in lieu of providing at least one week's vacation with pay, and these stamps are available to employers at all branches of the Province of Ontario Savings Offices, or any chartered bank.

During the course of this year the staff worked on updating and making recommendations of amendments to The Hours of Work and Vacations with Pay Act. There were 42 prosecutions on this Act during the year, against 19 employers, which resulted in 35 convictions, four withdrawals, one dismissal, and one case not completed by end of year. The prosecutions resulted in \$1,100 in fines and assessments.

Industrial Standards

The Industrial Standards Act provides the means for employers and employees of specific industries or trades in a designated zone to petition the Minister of Labour for a conference of employers and employees at which a schedule of wages, hours and days of work may be agreed upon. This schedule then becomes the law for the industry or trade in a designated zone, and is administered and enforced by the Director of Labour Standards in accordance with the amendments of this Act which were put into effect in July 1964. It is permissible to designate interprovincial schedules and to assess employers and employees to provide revenue for the enforcement of the established schedules.

The Province has 115 designated zones, 85 of which apply to the Barbering Industry and 30 to the Construction Industry and, in addition, the Province as a whole is a designated zone for six types of industries commonly known as the Needle Trades.

During the past year our trained staff of Industrial Standards Officers was increased and many more assignments of Advisory Committee meetings, pre-conferences and conferences were held. Dormant schedules have been re-activated and updated, and there are many pending requests for schedule amendments and new schedules. At the present time there are over 150 schedules in force embracing such diversified work as barbering, clothing manufacturing, and many of the trades in the construction industry. In fact, nearly 45 per cent of the labour force in the construction industry is now protected under The Industrial Standards Act.

The working statistics for this division of the Branch included 11 conferences, two amendments to existing schedules, and 751 investigations completed involving 172 employers and 802 employees. The amount of arrears collected was \$70,332.92. This division had 29 court cases with 27 convictions and two withdrawals.

Fair Wage Schedules on Government Projects

This policy instituted by Order-in-Council ensures employees working on government projects of fair rates of wages and controlled working hours. It also protects contractors and sub-contractors from unfair wage competition when bidding on government contracts. These

schedules are used for our departments of government, and before tenders are invited for specific projects these departments must obtain from our Branch a conditions schedule setting out the minimum wage rates for each job classification, and the maximum hours of work. When the contract has been let to a contractor this division of the Branch is so notified and field investigation procedures are then set up and forwarded to the field officers. Some contracts may require from two to ten on-site investigations and payroll audits depending upon the size and duration of the project. The extension program of buildings at Queen's Park is covered by this type of program.

During the past year there were 357 schedules approved with an estimate project cost of \$52,245,333.50, providing employment of 755 months. Fair Wage Schedule investigations totalled 366, and \$4,230.70, affecting 162 employees, was collected as arrears.

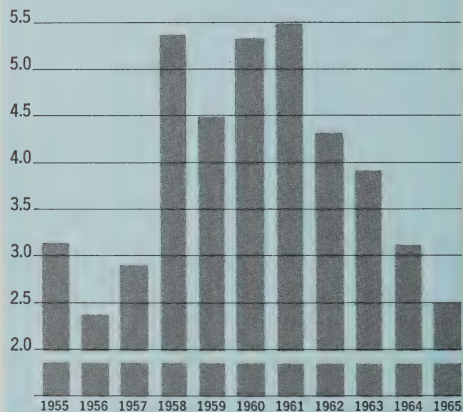
Employment Agencies Act

The supervisor and staff responsible for administering this Act now form part of the Labour Standards Branch, and will be supported by the field staff of the Branch for purposes of direct investigations throughout the Province. This division controls the licensing and regulating of employment agencies in the Province.

The Act has a broad coverage applied to any business which for a fee, reward, or other remuneration, either assists employers to obtain employees or helps people find employment. Many different types of businesses perform the services of an employment agency. Some describe themselves as employment agencies, or as nurses' registries, model agencies, or personal service

Unemployed Rate
in Ontario
per cent

Source: D.B.S.
Labour Force
Bulletin



bureaus obtaining employment for persons as sitters or homemakers, while others are businesses specializing in some professional area as well as operating in the employment agency field.

Currently there are four classes of employment agencies required to be licensed under the Act. Class A agencies are concerned with finding persons for employment in any occupation and may charge only the employer a fee. This class of agency forms the largest group of licensed agencies and represents 66 per cent of the 187 licensed agencies. Class B agencies find employment for persons seeking work in any occupation, other than sitters and homemakers. Class C finds employment for sitters only, and Class D finds employment for both sitters and homemakers. The latter three classes of agencies are set up to find employment for persons as described, and a fee is charged only to the persons for whom employment is procured and may not exceed limitations fixed by regulations.

The activities in this division of the Branch encompass a vast amount of personal and advertising research: the processing of bonds and securities; the administration of licence renewals; reviewing and investigating new applications, (many of these cases being quite complex); conducting many educational and informative interviews and conferences with prospective licensees or their representatives and with agency associations.

The current supply and demand of professional and skilled employees has increased the demand of employment agencies. Consequently the applications for licences received rose to a new peak of 93 in the fiscal year 1965/66, an increase of almost seven per cent over the previous record set in 1963/64. Renewals of licences, issued with an expiry date of March 31, 1966, totalled 152 as compared with 123 issued in 1964/65. The total of initial, or first, licences and renewals of licences issued reached 229. This amount represents the largest number of total licences issued in a fiscal year, being almost 20 per cent higher than the previous record.

Complaints

There were four complaints received during the year. All were resolved and corrective measures instituted by the Supervisor.

Hearings and Prosecutions

The Supervisor did not hold any hearings, and there were no prosecutions under the Act during 1965/66.

Field Operations

The Province is divided into five areas and each area is staffed with a supervisor and fully qualified and trained Labour Standards Officers whose assignments include making routine investigations, complaint inspections, and the spot-checking of business and industry for infractions of all the legislation under the jurisdiction of the Branch.

The field staff conducts educational programs with

employers, associations in regards to the Acts and Regulations; on-site employee interviews are conducted at construction and roadbuilding projects. During the past year the officers were processed through additional training to qualify them as Industrial Standards Officers to carry on the increased work-loads of chairing conferences, pre-conferences, assisting Advisory Committees at their monthly meetings. Our field staff participates in public appearances and speaking engagements, also assists in gathering evidence and information in cases of prosecutions. During this past year there were 52,516 routine investigations and 7,692 complaint investigations completed.

Head Office

During the past year an Office Manager was appointed and the office was completely re-organized to provide special assistance and service to the various divisions of the Branch to facilitate more efficiency to the public. Many incumbents in the office have participated in government sponsored educational programs which has resulted in internal promotions.



Women's Bureau

Expanding opportunities for women, who comprise a large part of the labour force, has been a major goal of the Women's Bureau of the Department of Labour since its opening in 1963.

The aim of the Women's Bureau is to encourage expansion of employment opportunities for qualified women since women increasingly show their ability and desire to engage in careers. The Bureau provides occupational and training information, assists in the development of training courses and helps women realize their full potential.

In Canada, a Federal Women's Bureau was conceived in 1954, with Ontario creating the first provincial Women's Bureau. Since then, several other provinces have established, or are planning, women's bureaus.

Employment Policies

During the past year, the Women's Bureau conducted a study of employment policies and practices relating to women employees in Ontario. Information was gathered by personal interview with companies throughout the province, representing industries which employ a large number of women in Ontario.

The purpose of the study was to glean new information on employment patterns for women. Subjects discussed with 88 employers were the availability of part-time work for women, maternity leave practices, opportunities for women in management, and skills or qualities which make women preferable in certain occupations.

Under these subject headings, the Bureau was able to determine employment practices of the present and future employers of women. Many women, for example, can only work part-time, and it is of interest to them to know the extent to which employment on this basis exists in the province.

Participating firms received results of the study to permit them to compare their policies with those of other companies. Several employers have since written to request further information in areas such as fringe benefits for part-time employees and maternity leave practices to help them develop their own policies.

Occupational Information

Descriptions of 100 occupations of interest to women were printed on cards for distribution at the Women's Bureau booth at the 1965 Canadian National Exhibition. Such professions as caterer, purchasing agent and

social worker were described, including duties, nature of the work and qualifications and training required. Other information given included related professions in the field and sources of further information.

Interviewers in the booth asked questions of those seeking information and checked the replies on a selector card which was put into the "job selector", an IBM sorter, to find its matching job description.

Of the nearly 8,000 women who asked for information, 54 per cent were under 22 years of age. Since many were interested in more than one occupation, over 11,000 individual job cards were distributed.

Following the Exhibition, demand for the job cards continued. The 100 cards were bound into a booklet and have been distributed widely to school counsellors, employment agencies and other interested persons.

Training

An increasing realization of the need for women to work as homemakers in community health and welfare agencies resulted in the creation of a training course for visiting homemakers. The Women's Bureau, representatives of various social agencies, welfare authorities and the Adult Training Section of the Toronto Board of Education, worked together to develop the course.

The three month Certified Visiting Homemakers course is offered through the Canadian Vocational Training Program by the federal and provincial governments. There were 10 graduates from the first course which began in January 1966; the second course graduated 17. Most graduates were placed with existing homemaker service agencies such as the Red Cross, others found private employment.

A principle aim of the course is to attract women into the worthwhile and necessary field of home service. High standards have been set by the course administrators in an effort to raise the prestige of the occupation, thereby making it more attractive to prospective trainees.

Equal Pay

The historical development of equal pay legislation in Ontario came under study during the year. Laws of other jurisdictions regarding equal pay and discrimination in employment on the basis of sex were also examined.

The background information obtained from the study will help the Bureau determine how sex discrimination in employment can successfully be combatted in Ontario.

Library

The literature published by the Women's Bureau during the year has been of valuable assistance to new women's bureaus now developing in Western Canada, and to the Federal Women's Bureau of the United States.

One pamphlet, "The U in your Future" emphasizes the new pattern in women's lives shown by the high number of girls working between ages 20 and 24, the sharp drop in employment between the ages 25 and 35 and the abrupt increase in the 35-55 age bracket. It encourages high school girls to keep this pattern in mind when planning courses of study.

A special reference library of reports, studies, periodicals and books relating to women and their work lives

has been established in the Women's Bureau. The material has been indexed and catalogued by a professional librarian and is now available for use not only by the Women's Bureau and the Department of Labour but also by women's groups and other agencies and persons concerned with working women.

Many women's groups are expected to take advantage of this special service as well as university students doing research on working women.

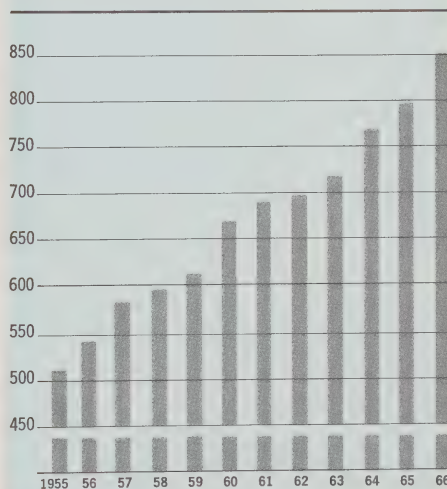
Summary

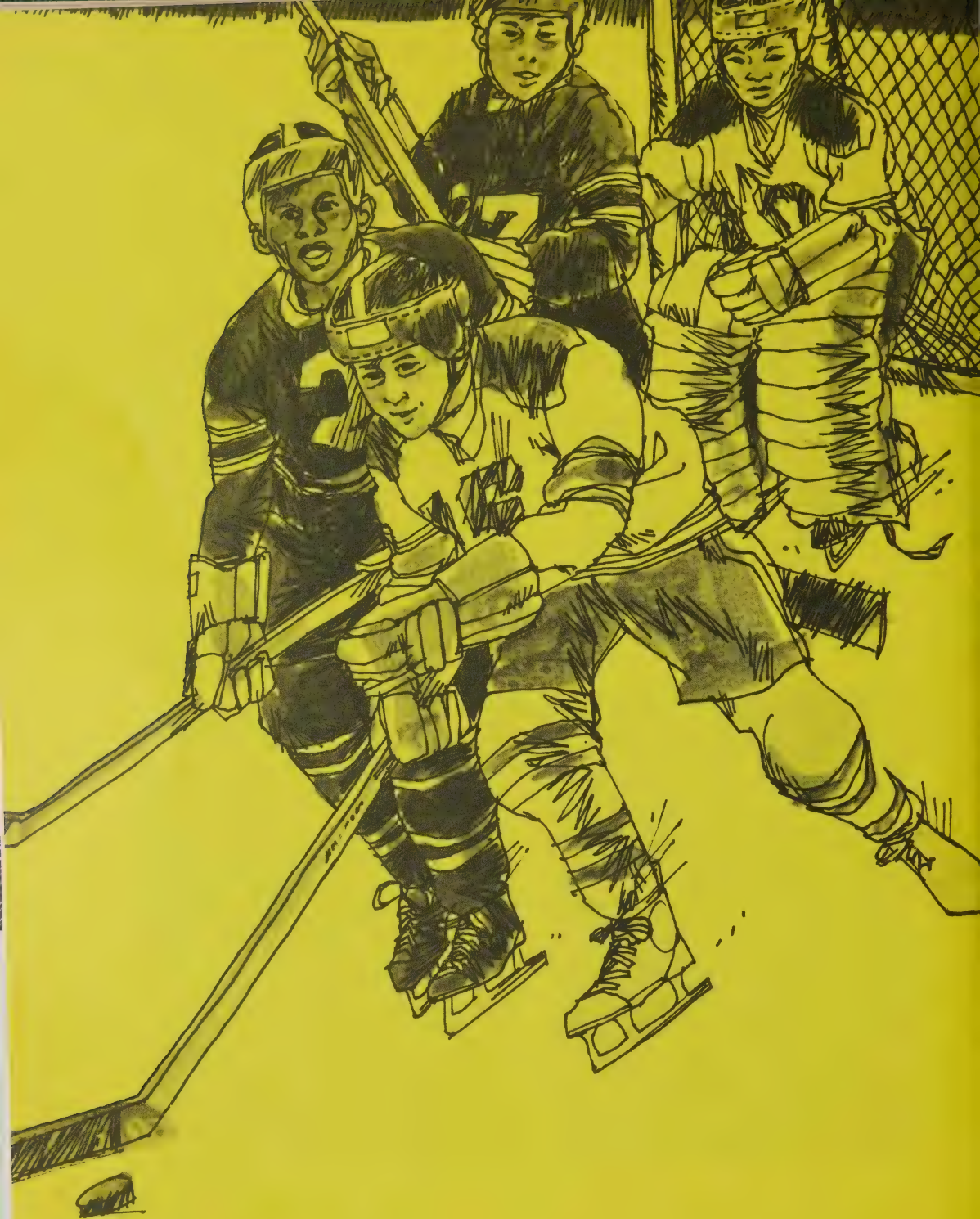
The primary function of the Women's Bureau is to facilitate the coming together of employment opportunities and job seeking women. The Bureau helps women prepare themselves for fruitful careers by encouraging both the development and the use of vocational training and by keeping women informed of expanding areas of employment. A continuing function of the Bureau is to interpret trends in the work life of women as a basis for decisions on legislation.



Women in the Labour Force, Ontario annual average in thousands

Source: D.B.S.





The Athletics Commission

The Athletics Commissioner, under the direction and control of the Minister of Labour, assists in the administration of the Athletics Control Act and the regulations made under the Act. The office was established initially to supervise boxing and wrestling in Ontario, and as such, it supervised the licensing, taxing and the operation of boxing and wrestling events on a purely professional basis.

Today emphasis has shifted from a purely regulatory function in the area of boxing and wrestling to the promotion, counselling and providing of equipment and assistance to minor athletic clubs throughout the province.

An important part of the work of the Athletics Commissioner is the issuance of licences to boxers and wrestlers and to other persons concerned with boxing and wrestling contests and exhibitions, and to assist, promote and encourage organized amateur sports and sport associations. Some 25 amateur boxing shows were held during the year.

In the past year, the Commissioner has devoted much of his time and budget to the promotion of track and field sports for junior athletic clubs since they seemed to promote all-round physical activity. Approximately \$22,000.00 was spent in the last year in equipping 81 track and field clubs with jumping standards, shot put and discus and other equipment.

During the fiscal year, a total of 860 boxing and wrestling licences were issued, bringing a revenue of \$5,248.00. Tax receipts from professional boxing and wrestling events amounted to \$12,343.63.

New equipment was donated to about 1,100 associations sponsoring such minor amateur sport as baseball, softball, basketball, football, volleyball, hockey, lacrosse, soccer, track and field events, tennis, broomball, field hockey, boxing and wrestling. About 60,000 athletes were connected with these associations, compared with 58,000 athletes in 1,000 associations last year. This represented an expenditure of about \$93,500.00.

Donations amounting to more than \$3,700.00 in the form of crests, medals and trophies were made to individuals and teams winning Ontario Championships. Printed material such as rules and regulations on sports, instructional pamphlets and score cards, are provided free of charge.

Assistance in the form of grants during the year amounted to \$11,550.00. A grant of \$400.00 was made to the Central Ontario Branch of the Amateur Athletic

Union. The Thunder Bay Branch of the A.A.U. also received a grant of \$400.00. These annual grants assist in the operating expenses of their branches.

Other grants included: \$500.00 to the Scarboro Pee Wee Hockey Club to assist in trip expenses to Mexico for an exhibition series against Mexico minor teams; \$500.00 to the Hamilton Canusa Games Committee to assist in the defraying of expenses incurred in staging the Canusa Games; \$7,000.00 to the National Ski Team Fund as Ontario's contribution towards the furtherance of amateur skiing in Canada; \$750.00 to the East York Argos Football Club to assist in the expenses of their trip to Halifax for the Canadian Amateur (Intermediate) Football Championships; \$750.00 to the Toronto Italian Canadian Hockey League towards the expenses of their goodwill tour of Italy; \$250.00 to the 91st Highlanders Athletic Association in Hamilton towards repair of their indoor, wooden track; \$500.00 to the Sarnia Knights Basketball Club to assist in defraying expenses of their trip to Winnipeg to represent the Province of Ontario at the Canadian Basketball Championships; a grant of \$500.00 to the Ontario Amateur Speedskating Association towards travelling expenses of a Provincial Team to represent Ontario at the North American Speed Skating Championships held in Saskatoon, Saskatchewan.

This year a large part of the Commissioner's time and money will be spent in promoting girl's sports, primarily in the areas of softball field hockey and field lacrosse. His office will also conduct a survey of Indian reservations in an attempt to promote amateur sports and expand whatever programs now exist.



Ontario Human Rights Commission

The Ontario Human Rights Code, which came into effect in June, 1962, is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. Designed to give basic protection to all from discrimination in employment, housing, public accommodation and publication, the Code is specifically committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, colour, nationality, ancestry or place of origin. In this, the legislation is in harmony with the United Nations Universal Declaration of Human Rights.

During the fiscal year, three major amendments were made to legislation: apartments with more than three units were covered; renting or leasing of commercial space was brought under the Code; and the provincial government and all of its agencies were also covered.

The Ontario Human Rights Commission is responsible for the administration of the Code and for furthering its objectives by means of education, research and conciliation. The Commission consists of a chairman, a secretary and four members. The permanent administrative staff is composed of a director and four human rights officers. In addition, during the summer months, university students in the social sciences are hired. During the fiscal year, two regional offices were opened, one to serve the Windsor-Chatham area and the other, based in the Lakehead, to serve Northern Ontario.

Deputations are received from organizations and individuals interested in questions of human rights. All complaints of infractions of the Code are dealt with through investigation, conciliation, boards of inquiry and, if necessary, prosecution.

The prescribed duties of human rights officers are indicative of the methods promoted by the Commission. As conciliators, they investigate formal complaints of discrimination and use persuasion to bring about compliance with the Code. On occasion, they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour and welfare groups in planning such activities as conferences and seminars, delivering speeches, and taking part in private and public discussions in order to overcome prejudice and discrimination.

Conciliation

During the year, 138 cases were conciliated without recourse to prosecution. An additional 28 cases were carried over into the next fiscal year. The total case

load of 166 complaints represents an increase of more than one-third over the number of cases investigated during the previous fiscal year.

An additional 63 informal complaints of discrimination involving situations not covered by present legislation were handled, bringing the total number of investigations to 229.

Fair Employment

Discrimination in employment is forbidden under the Ontario Human Rights Code in such practices as hiring, discharging or promotion within a company having five or more employees. Trade unions are similarly prohibited from discrimination with regard to membership. It is illegal to seek information about an applicant as to his racial, religious or national origin on employment application forms or by oral inquiries. The Code also prohibits advertising which indicates discrimination.

The Commission processed 113 formal charges in employment, 50 of which dealt with discriminatory application forms and ten with discriminatory advertising. Most businesses co-operated in correcting their forms as well as giving the Commission assurances of future compliance with the Code. Of the 53 other cases, in which the complainants charged that they were refused employment or discharged, unfairly treated or discriminated against, 45 were settled or dismissed and eight were carried over into the next fiscal year.

One board of inquiry was held during the year, involving a charge against a restaurant owner who allegedly refused to employ an applicant because of race and colour. This matter was successfully conciliated by the board and the employer subsequently hired the complainant.

Fair Remuneration

Twelve complaints were submitted by female employees pertaining to section five of the Code which entitles employed women to receive pay equal to that of men performing the same work in the same establishment. In eight of these cases, the complainants withdrew their complaints following voluntary settlements with the employers. Four cases were carried over into the next fiscal year.

Fair Accommodations

Nine complaints were investigated under this section of the Code which prohibits discrimination in places to which the public is customarily admitted, such as

hotels, resorts, restaurants, barber shops and beauty parlors. The complaints involved hotel beverage rooms, restaurants and a gym-health establishment. Seven cases were resolved through the process of conciliation and two cases were continued into the next fiscal year.

Equal Rights In Housing

The section of the Code which prohibits discrimination in apartments was amended in 1965 to include buildings with more than three units. Thirty-one complaints were received in which the complainants charged that they had been denied occupancy because of their race, creed, colour, nationality or ancestry.

Twenty cases were settled when the owners offered accommodations to the complainants, seven cases were dismissed and two cases were settled at the board of inquiry level. Two cases were carried over into the next fiscal year.

Notices and Signs

Only one case of unfair publication was brought to the attention of the Commission. This involved a private residence in front of which a sign, offensive to a religious minority was posted. The owner voluntarily withdrew the sign and the case was closed.

Miscellaneous Complaints and Referrals

The Commission also handled 494 miscellaneous complaints during the fiscal year. These cases represent difficulties in areas that could be broadly interpreted as being of a human rights and human relations nature

but which do not come within the direct purview of the Code.

Complainants in such cases have been referred to the proper government (federal, provincial or municipal) office, community, welfare, or mental health agency for attention.

Education

The education program of the Commission continued to expand throughout the year with the distribution of pamphlets, numerous public appearances, meetings, displays and exhibits, conferences and film programs.

The human rights film programs, begun in the previous year, were continued and held in different centres. Staff members of all branches of the Y.W.C.A. in Metropolitan Toronto were invited to a special film program in the Commission's offices. In addition, film programs were undertaken for the Provincial and Local (Toronto) Council of Women, the London Council for Adult Education, the Windsor and District Institute for Human Rights and the Cape Croker Indian Reserve on the Bruce Peninsula. The Commission also participated in a series of film-discussion evenings organized by Bathurst Heights Public Library in North York. Six new films were purchased for the Commission's library: "Unlearning Prejudice", "Face to Face", "Conformity and the Crutch", "Anti-Semitism in America", "An American Girl", and "To Find a Home".

An important event of the year was an agreement — The Declaration of Fair Accommodation Practices — signed by the Commission and the Apartment Developers Committee of the Urban Development Institute. The Committee represents the development of 60,000



apartment suites in Ontario. In the agreement, the Committee pledged its co-operation towards the advancement of full and equal accommodation opportunity for all irrespective of race, creed, colour, nationality, ancestry or place of origin. To implement this pledge, the Committee agreed to the following affirmative action:

1. The promulgation of a clear policy of non-discrimination disseminated to all personnel of the Committee's membership.
2. The acceptance of applications without regard to race, creed, colour, nationality, ancestry or place of origin.
3. The posting of the Ontario Human Rights Code in all apartment buildings and rental offices.
4. A periodic review and evaluation of accommodation practices in collaboration with the Ontario Human Rights Commission.

Two issues of the Commission's official bulletin, **Human Relations**, were distributed to a mailing list of over 100,000 and continued to receive good response from the public.

Several additional publications were issued during the fiscal year:

Your Rights are Protected was published in ten languages in addition to English: French, Croatian, Dutch, German, Greek, Hungarian, Italian, Polish, Portuguese and Ukrainian.

The Ontario Human Rights Code was revised to incorporate the 1965 amendments and published in both English and French.

Equal Pay for Women, a one-page flier outlining the equal pay for women provisions of the Code, was published.

Research Studies. The reports of both the Windsor and Hamilton research studies were reproduced. Over 300 copies were requested by universities, social scientists and community organizations. After the studies were published, meetings were held with representative community groups in both Hamilton and Windsor to consider how the results and recommendations contained in the studies might be used in human rights programs in both communities.

A Library Accessions List was published, listing the 130 books which had been purchased for the Commission's library. The process of cataloguing the Commission's library was continued and the public informed that the library was available as a reference collection for persons and organizations interested in studying the human rights field.

French Order Form. An order form listing the Commission's French publications was prepared in French to enable French-speaking persons to order these.

Special Announcements. This special newsletter was issued three times during the year and mailed to the special mailing list. It contained reports of Commission activities between issues of **Human Relations** and included summaries of recent cases which the Commission had handled.

The Commission's staff carried out 42 speaking engagements in different towns and cities, including three radio and television broadcasts, throughout the year. The program of displays and exhibits was also accelerated. The Commission participated in exhibits on 44 occasions, including the Canadian National, the Central Canada and the Lakehead Exhibitions and the Western Fair in London. The Canadian National Exhibition was particularly notable because, for the first time, the Commission had its own exhibit in the Government Building. A number of conventions were also covered by the Commission including those of the Ontario Hotel and Motel Association and the Personnel Association of Toronto.

Almost 3,000 requests for information and literature were received from schools, churches, labour organizations, social agencies, business firms and others, and approximately 180,000 pieces of literature were distributed in addition to the regular mailings of the official bulletin and **Special Announcements**.

The Minister of Labour was featured in one-minute radio and television public service announcements setting forth the new amendments to the Ontario Human Rights Code. These announcements were distributed to 18 television stations and 65 radio stations in the province.

A new educational technique was introduced during the year when transit car advertisements announcing the new Windsor-Chatham regional office were placed in buses in both Windsor and Chatham. Similar cards will be placed in buses in the Lakehead when the northern office opens.

The Commission continued to meet and confer with community leaders in different centres of the province and to participate in conferences relating to human rights. These included the first conference to be held in Canada of the Japanese and Chinese Canadian communities in Toronto and several conferences regarding Canadian Indians. The Commission also played an active role at the International Conference of Commissions for Human Rights held in New York in early summer. It was agreed at this time that the international gathering would take place in Toronto in 1967 and the Ontario Commission would be the host for that occasion.

Plans were underway at the end of the fiscal year for the First Interprovincial Conference of Human Rights Administrators to be held in the spring of 1966, sponsored by the Commission and bringing together government administrators from across the country to compare their legislation and discuss informally their activities in the human rights field.

Mayors' Committees were formed in both Amherstburg and Kenora following conflicts relating to minority groups in both cities. In Amherstburg, the committee was formed to consider problems of prejudice and discrimination against Negroes in the areas of employment, public accommodation and housing. In Kenora, the committee was established to consider particularly employment problems relating to Canadian Indians. The Commission has representatives on both committees.

Research Branch

Early in 1965 the Minister announced expansion of the economic research activities of the Department of Labour, and a Research Branch was established at the beginning of the fiscal year under review. This action was taken because rapid expansion of the Department's activities, especially in the areas of manpower and working conditions, and increased sophistication and work-loads in those of safety and labour relations, indicated the need for more extensive research.

The new Branch provides information needed in formulating policy, legislation, programs, and administrative practices. To accomplish these ends the Branch works for the senior officers and operating Branches of the Department in areas where administrative data and personal analysis of experience are insufficient guides to policy development and program evaluation.

Initial plans call for the Research Branch to provide services directly to the public, including unions and management, and to some extent it has accomplished this goal during the past year. The area of responsibility will be more fully developed as staff becomes available and the long lead times necessary to production of meaningful information expire.

At the beginning of the year the staff was comprised of persons already working at research in various parts of the Department. This staff totalled fifteen, including four Economists and eleven persons in clerical and stenographic positions. By the end of the year the group had expanded to twenty, and the balance changed to an even division between the occupational categories mentioned. The full complement of twenty-three people was not attained because of the tight market for highly qualified people.

The organization of the Branch was designed around major areas of Departmental responsibility mentioned by the Minister in the "Blueprint for Labour": labour relations, industrial training, and working conditions encompassing labour standards and safety. The largest group is concerned with labour relations, partly because programs of research were already under way in this area in the Department and because the Branch has assumed a special responsibility to service information and statistical needs of the Labour Relations Board. Two smaller groups have specialized in the areas of training and working conditions, but these areas generate an increasing proportion of the workload. The organizational structure is not rigid, and while senior staff members tend to specialize, the more

junior ones are given an opportunity to work on a wide range of subject matter.

As a rather recent arrival in labour department research activities, the Branch works in co-operation with other agencies at both the federal and provincial levels. Some of these, such as the Department of Labour, Canada, and the Dominion Bureau of Statistics have long-standing research programs that produce much information useful to Ontario. Therefore, the research programs have been designed to make maximum use of information already available, adapting it to Ontario's specific needs, and where this is not practical supplementing it as required. In addition, a wide range of original research projects have already been started or planned.

The work undertaken by the Branch during the year had to do with organization, staffing, coping with requests for immediate assistance, and laying a foundation for research programs. Among the continuing and short-term projects were servicing the information needs of the Labour Relations Board, compilation of statistics on the activities of the Board and the Conciliation Branch, preparing material for speeches by senior Departmental officials, background papers for conferences, and memoranda on specific problems where immediate decisions were required. In addition to this day-to-day activity, progress was made towards establishing a basis for research work. Among the major projects undertaken were the following:



- A library of Ontario collective agreements was established. This library is classified according to the Standard Industrial Classification, and is indexed by employer, union, and expiry date. Agreements in the library are kept up to date through the excellent co-operation of unions and employers. In all but a few cases the agreements are available for inspection by interested parties, but they may not be taken from the library premises. The service has already been used by a substantial number of unions, employers, and branches of government.

- In co-operation with the Conciliation Branch, revisions were made in the statistics pertaining to its activities. These statistics are interesting to unions, management, and other members of the public. The revisions attempted to bring greater objectivity into the data and will permit more detailed and reliable analysis of the extent and nature of industrial conflict.

- Basic work was done on collective bargaining trends, the preparation of data on strikes and lock-outs in Ontario, and on contract settlements, all of which have been used within the Department and will form the basis for material to be more widely distributed. In this connection a meeting was held with Union Research Directors to inform them of the Department's research plans, and one of their most urgent requests was for reliable information on contract settlements. The intention is to use the basic experience gained in the past year to provide a continuing analysis of labour relations in Ontario.

- An evaluation of hours of work and vacations legislation was carried out during the year. This project was undertaken as a basis for informing the government how existing legislation in these areas related to prevailing conditions in the Province and the standard established in other jurisdictions. An assessment was made of the economic consequences of making certain specific revisions to the existing law, and of the methods of controlling

hours of work where this is necessary. The report is an extensive analysis of data collected by the Department and from other sources, and remains a useful guide to government action.

Initial work was done on designing a wage data service for the Province. Experience in providing wage information on an "ad hoc" basis has demonstrated a need for this. The first steps in the program have been to determine how information already collected can be put to more effective use. A study was done on the Department's need for safety statistics. This work involved an examination of our own experience and the data used in other jurisdictions. As a result of the study a proposal was made to others concerned with work safety for co-ordinating collection and processing of a much wider range of data than is now generated.

- Preparatory work was undertaken to supply information on training needs in the Province. This work has encompassed a study of occupational trends in Ontario based on census data that will be useful in making projections. At the same time, experimental work was done on forecasting manpower requirements on an industry basis which identified many of the problems in obtaining the data necessary to making reliable estimates of training needs, and produced some results of specific use to the industry in question.

Finally, work was undertaken on evaluation of the training arrangements in particular trades. An initial study relating to the hairdressing trade was produced for internal use and provided valuable information on the problems of such evaluations.

In addition to the work outlined above, the Branch supported university research projects. One of these, on "Methods of Forecasting Manpower Requirements," has been published. Others have to do with various aspects of labour relations and labour market analysis, and will be made available by the groups undertaking the research.

Personnel Branch

At the inception of the original Labour Bureau in 1900, Personnel functions were carried out by a Secretary to the Bureau of Labour and later from the Deputy Minister's Office when the Department of Labour evolved. The Public Service Act was created in 1918 and a one man Civil Service Commission was then appointed which later expanded into its present form of a three man Commission.

After W.W. II, a more systematic classification system was developed with the appointment of the classification committee. In 1947, the first salary schedule evolved and matured from that point onward.

In 1959, Steven and Kellog conducted a study for the Civil Service and developed a stronger classification system with organization charts, position specifications, etc. This program was formally implemented in 1960 and taken over in 1962 by the newly developed Position Administration Branch of the Department of Civil Service.

In 1955 a Personnel entity emerged from the Deputy Minister's Office. An Administrative Assistant handled the Personnel functions for the Department, was responsible for selection, placement, and appointment of staff and matters relating to classification and salaries of staff. Other responsibilities entailed the organization of permanent departmental records on staff as well as acting as liaison officer with the Civil Service Commission and processing all official forms.

Since that time, Personnel has expanded from a one person enterprise to a unit consisting of thirteen people. In November, 1964, the Department appointed a Director of Personnel with an extensive background in the personnel field. He developed the unit into three areas: job classification, recruitment, staff training and development. To facilitate processing of these programs and other personnel needs, an Office Manager with a staff of five people, manages clerical functions.

Authority

The provisions of the Public Service Act and Regulations are implemented under authority delegated by the Deputy Minister.

Branch Programs 1965-66

The job classification program, begun in 1960-61, was soon completed. Since then, expansion and reorganization of the Branches has produced many new jobs. The

fiscal years' work dealt mainly with classification of positions and recruitment of qualified personnel to fill those positions.

A staff training and development program is being created under the direction of the Director and implemented through a Training Officer.

Branch Programs 1966-67

To meet the demands of further expansion and reorganization, the job classification program will require another job analyst for the next fiscal year.

Recruitment work load will probably remain approximately the same as that of the current year, largely due to the heavy turn-over rate of female clerical staff. The clerical work load has increased considerably because of the new insurance scheme, pension scheme and departmental staff expansion. To meet these demands the office will increase its staff in the coming year.

The training and development program will accelerate its services with a full-time Training Officer. More specialized training will be made available to departmental staff with the assistance of the Training and Development Services of the Civil Service Commission. An employee induction program will be developed for new employees coming into the Civil Service.

OPERATING STATISTICS		NO. OF TOTAL STAFF
March 31	1949	201
	1954	266
	1955	289
	1956	297
	1957	319
	1958	335
	1959	347
	1960	300
	1961	302
	1962	316
	1963	441
	1964	520
	1965	594
	1966	745
Complement for 1966 - 67		over 800

Public Relations and Information



The Public Relations and Information Branch was re-organized and expanded during the year in an effort to create a better understanding by the public of the Department's programs and activities. The Branch's expanded operations included an extensive display pro-

gram, a Department magazine, a press relations section, an advertising and promotion program, a press clipping service and a query desk to provide information factually and rapidly to both the news media and the public.

The Department magazine, "News from the Ontario Department of Labour," was published quarterly and distributed to a readership of 26,000 by the end of the year. It contained articles in depth on current labour matters, reports on new legislation, labour-management relations, on-the-job training and other information of interest to industry, labour, members of the government and the public.

In the area of press relations, a news and features section was organized to prepare news releases and feature articles about the Department's programs and activities. In addition news media were invited to attend special events involving the department's work and television and radio interviews were arranged on appropriate occasions.

A successful promotion and media campaign was launched to promote the Industrial Training Branch's On-the-Job training program among Ontario employers and prospective trainees. Through the use of newspaper, television and direct mail advertising more than 1,000 requests were received from industry during the last six months of the year for apprenticeship and short-term programs which are now being acted upon by the Industrial Training Branch. With these encouraging results, the department plans to intensify the campaign for apprenticeship training during the coming year.

An active display program, designed to bring a knowledge of the Department's programs to all parts of the province, was introduced. Commencing at the start of the calendar year 1966, the Branch began a "one-a-week" display program for the winter, spring and summer months. In addition displays were organized for the Canadian National Exhibition, Central Canada Exhibition in Ottawa and the Lakehead Exhibition.

The Branch also published many pamphlets, brochures and booklets containing helpful information on activities within the Department. The query desk service soon justified its existence as the volume of inquiries by letter and telephone increased by approximately 400 per cent over the previous fiscal year.

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A — ONTARIO LABOUR RELATIONS BOARD

Table A-1 — Summary of Cases Dealt With, Fiscal Year 1965-66

Type of Case	CASELOAD			CASES DISPOSED OF				Cases Pending Mar. 31, 1966
	Cases Carried Over From F.Y. 1964-65	Cases Filed in F.Y. 1965-66	Total	Granted	Dismissed	Withdrawn	Total	
Certification of Bargaining Agents	112	992	1,104	737	182	85	1,004	100
Declaration of Termination of Bargaining Rights	7	69	76	33	32	5	70	6
Declaration of Status of Successor, Trade Union or Employer	5	29	34	30	2	1	33	1
Conciliation	1	—	1	—	—	1	1	—
Declaration that Strike or Lockout Unlawful	—	54	54	8	8	38	54	—
Consent to Prosecute	1	92	93	31	16	44	91	2
Complaint of Unfair Practice in Employment	16	115	131	—	—	—	113	18
Modification of Arbitration Provision in Collective Agreement (Section 34(3)) ..	1	—	1	—	—	—	1	—
Early Termination of Collective Agreement (Section 39(3))	—	2	2	—	—	—	2	—
Trade Union Financial Statement (Section 63)	—	1	1	—	—	—	—	1
Review of Interim Order of Jurisdictional Disputes Commission (Section 66(6))	—	4	4	—	—	—	3	1
Question of Whether Person is Employee (Section 79(2))	7	18	25	—	—	—	17	8
Reference of Questions in Conciliation Application (Section 79a)	23	24	47	—	—	—	45	2
Total	173	1,400	1,573	—	—	—	1,434	139

B — CONCILIATION SERVICES

Table B-1 — Appointments of Conciliation Officers to Effect Collective Agreements and Appointments Disposed of by Conciliation Officers under the Labour Relations Act 1966

	Appointments	Disputes	Employees Directly Involved	Employers Directly Involved
Appointment of Conciliation Officers:				
During 1966	1,678	1,265	178,932	1,678
Carried over from 1965	230	188	21,041	230
Total	1,908	1,453	199,973	1,908
Appointments Disposed of by Conciliation Officers:				
Collective Agreements Effected	674	592	48,068	674
Conciliation Boards to be Established	469	401	80,186	469
Conciliation Boards not to be Established	524	243	45,544	524
Lapsed	14	14	1,108	14
Total	1,681	1,250	175,096	1,681
Appointments Undisposed of at March 31, 1966	227	203	25,067	227

Table B-2 — Establishment and Operation of Conciliation Boards under the Labour Relations Act 1966

	Disputes	Employees Directly Involved	Employers Directly Involved
Establishment of Conciliation Boards			
Disputes Referred:			
During 1966	401	80,186	469
Carried over from 1965	15	6,020	35
Total	416	86,206	504
Disputes Disposed of:			
Collective Agreements effected with further assistance of conciliation officers before boards established	29	7,580	51
Lapsed before boards established	2	52	2
Boards established	369	75,260	435
Total	400	82,892	488
Disputes in Process at March 31, 1966	16	3,314	16
Operation of Conciliation Boards			
Disputes where Boards established:			
During 1966	369	75,260	435
Prior to 1966	76	14,150	90
Total	445	89,410	525
Disputes Disposed of:			
Agreements directly effected	168	27,698	199
Agreements not effected	207	54,771	227
Total	375	82,469	426
Disputes undisposed of at March 31, 1966	70	6,941	99

Table B-3 — Monthly Volume of Conciliation Activity

Conciliation in disputes over negotiation renewal or amendment of collective agreements
Province of ONTARIO — Report for the Fiscal Year 1965-66.

	Disputes	NUMBER OF Employers	Employees
A. Disputes Dealt With At Initial Conciliation Officer Stage			
1. In process at beginning of Fiscal Year.....	188	230	21041
2. Referred to Officers during Fiscal Year.....	1265	1678	178932
3. TOTAL in process during Fiscal Year.....	1453	1908	199973
4. Disposed of during Fiscal Year.....	1250	1681	174906
(a) Settled.....	592	674	48068
(b) Not settled.....	644	993	125730
(i) referred to Conciliation Boards.....	401	469	80186
(ii) referred to Industrial Inquiry Commissions.....	—	—	—
(iii) neither Board nor Commission granted.....	243	524	45544
(c) Lapsed or Abandoned.....	14	14	1108
5. In Process at end of Fiscal Year.....	203	227	25067
B. Disputes Dealt With At Conciliation Board Stage			
1. In Process at beginning of Fiscal Year.....	91	125	20170
2. Referred to Boards during Fiscal Year.....	401	469	80186
(a) following Officer Procedure (Item A4 (b) (i) above.....	—	—	—
(b) without Previous Conciliation Officer Procedure.....	—	—	—
3. TOTAL in process during Fiscal Year.....	492	594	100356
4. Disposed of during Fiscal Year.....	406	479	90101
(a) Settled.....	197	250	35278
(i) reported settled by parties themselves before Board fully constituted and operating, or before formal report is made.....	29	51	7580
(ii) Board report submitted; settlement reached during hearings.....	168	199	27698
(b) Board report submitted; no settlement reached during hearings.....	207	227	54771
(c) Lapsed or Abandoned, (before Board fully constituted, or before Board makes formal report).....	2	2	52
5. Conciliation Board still in process at end of Fiscal Year.....	86	115	10255

C — THE ONTARIO HUMAN RIGHTS CODE

Table C-1 — Summary of Complaints in Respect of Employment, Public Accommodation, Housing, Notices and Commercial Space — Year Ending March 31, 1966

Complaints	CAUSES OF DISCRIMINATION ¹						Settlements of Complaints effected by Human Rights Officers		Complaints Dismissed	Boards of Inquiry	Complaints Undisposed of at March 31 1966
	Nature	Number	Race	Creed	Colour	Nationality	Ancestry	Place of Origin			
Employment			No.	No.	No.	No.	No.	No.	No.	No.	No.
Discrimination in Employment.....	51	32	8	31	2	5	8	17	27	1	6
Discrimination by Trade Union.....	2	—	—	—	1	—	1	—	—	—	2
Disallowed Questions on Employment Applications or in Written or Oral Inquiries.....	50	14	33	13	28	19	40	36	2	—	12
Disallowed Employment Advertisements.....	10	4	3	4	1	3	1	10	—	—	—
Female Employees Equal Pay for Equal Work.....	12	—	—	—	—	—	—	—	8	—	4
Public Accommodation											
Discrimination in Accommodation, Services and Facilities.....	9	8	—	1	—	7	—	6	1	—	2
Housing											
Discrimination in Apartment Houses..	31	30	1	31	1	1	—	20	7	2	2
Notices											
Discriminatory Notices or Other Representations.....	1	—	1	—	—	—	—	—	1	—	—
Commercial Space											
Discrimination in Occupancy of Commercial Space.....	—	—	—	—	—	—	—	—	—	—	—
Total	166	88	46	80	33	35	50	89	46	3	28

¹ In many cases more than one cause of discrimination was shown on the complaint form.

D — INDUSTRIAL SAFETY BRANCH

Table D-1 — Report of number of Inspections by Industry for the
Fiscal Year ending March 31st, 1966.

Industry	Inspections (1)
Manufacturing	25,017
Food and Beverages	4,031
Tobacco Products	52
Rubber Products	354
Leather Products	496
Textile	799
Knitting Mills	268
Clothing	1,064
Wood Products	1,699
Furniture and Fixtures	1,048
Paper and Allied Industries	628
Printing, Publishing and Allied Industries	1,587
Primary Metal	759
Metal Fabricating (except machinery and transportation equipment)	4,185
Machinery (except electrical machinery)	1,058
Transportation Equipment	1,141
Electrical Products	1,374
Non-metallic Mineral Products	989
Petroleum and Coal Products	376
Chemical and Chemical Products	1,132
Miscellaneous Manufacturing	1,842
Miscellaneous Manufacturing incidental to other ind.	135
Construction	1,366
Transportation, Storage and Communication	1,272
Transportation	782
Storage (including grain elevators)	353
Communication	137
Public Utilities	216
Trade	23,769
Wholesale Trade	5,418
Retail Trade	18,351
Finance, Insurance and Real Estate	460
Service	7,358
Education and Related Service	19
Health and Welfare Service	250
Religious Organizations	2
Recreation Service	142
Business Service	176
Personal Service	6,044
Miscellaneous Service	725
Public Administration and Defence	216
Unspecified or Undefined	14
Total	59,688

1. Inspections made with respect to the enforcement of the Acts and Regulations administered by The Department of Labour.

INDUSTRIAL SAFETY BRANCH

Table D-2 — Industrial Accidents, by Cause, Industry and Sex.
Fiscal Year Ending March 31, 1966.

Cause		MANUFACTURING INDUSTRIES																			
		101-147	151-153	161-169	172-179	183-229	231-239	242-249	251-259	261-268	271-274	286-288	291-298	301-309	311-318	321-329	331-339	341-359	365-369	371-379	381-399
		Food and Beverage	Tobacco Products	Rubber	Leather	Textile	Knitting Mills	Clothing	Wood	Furniture and Fixtures	Paper and Allied Industries	Printing, Publishing and Allied Industries	Primary Metal	Metal Fabricating (except machinery and transportation equipment)	Machinery	Transportation Equipment	Electrical Products	Non-Metallic Mineral Products	Petroleum and Coal Products	Chemical and Chemical Products	Miscellaneous Manufacturing
Tools	1. All hand tools including portable powered.....	132	1	17	14	32	4	13	34	39	29	5	36	103	54	116	57	27	—	14	14
	2. Woodworking.....	1	—	1	3	2	—	—	129	57	5	2	3	5	5	17	10	5	—	—	12
Machinery	3. Metal working, except punch presses.....	1	—	1	—	—	—	—	1	16	—	1	103	195	81	132	88	—	—	—	20
	4. Punch presses.....	—	—	5	2	1	—	—	1	6	—	4	13	141	17	52	64	3	—	—	31
	5. Other machinery.....	247	6	58	68	118	14	35	17	13	117	50	16	71	41	79	83	36	—	44	77
Power Transmission Equipment	6. Gears, belts, pulleys, shafting, etc.....	13	—	1	2	23	—	1	9	6	11	2	3	19	15	11	14	10	—	4	2
	7. Handled by fellow workmen.....	28	—	6	1	8	1	1	8	7	10	1	32	34	20	50	17	13	—	6	3
	8. Handled by victim.....	617	11	127	66	161	8	27	171	143	231	73	528	766	469	856	569	275	11	101	111
	9. Falling from stockpiles or loads.....	152	1	36	12	41	2	6	82	57	58	16	185	312	161	264	135	62	1	27	34
Materials	10. Nails and spikes.....	11	1	—	—	8	1	2	16	7	5	2	9	15	9	15	9	4	1	5	1
	11. Thrown by tools.....	3	—	—	—	—	—	—	2	—	5	1	11	6	4	14	3	4	—	—	1
	12. Thrown by machinery.....	5	—	6	8	22	—	1	50	22	9	1	52	65	39	70	29	8	—	2	13
	13. Materials n.e.c.....	106	1	12	10	23	1	3	48	29	22	4	82	187	71	112	89	60	—	6	23
Hoisting and Conveying Apparatus	14. Elevators, hoists and cranes.....	6	—	3	—	1	—	—	3	1	1	1	26	36	17	21	7	10	—	3	—
	15. Belts, sprocket, chain and other conveyors.....	47	2	4	1	9	—	1	15	4	17	4	18	15	3	12	8	17	—	2	3
	16. Hooks, chains, slings and cables.....	15	—	5	2	—	—	1	8	1	6	—	33	41	12	31	11	2	—	1	1
Powered Vehicles	17. Automobiles and trucks.....	8	—	1	1	1	—	—	5	2	3	1	5	5	1	17	3	4	—	2	—
	18. Lift trucks, loadmobiles, misc.....	37	—	15	1	8	—	—	17	4	24	4	31	38	41	71	20	24	1	4	8
	19. Railway.....	—	—	—	—	—	—	—	1	—	—	—	2	1	—	—	—	—	—	1	—
Hand-operated Vehicles	20. Hand trucks, wheelbarrows, etc.....	42	3	9	4	9	—	—	11	8	12	3	21	23	33	26	17	9	1	7	4
Fire and Extreme Temperatures	21. Fires, except gas or vapour.....	3	—	2	—	3	—	—	1	1	2	1	22	23	12	7	3	5	—	2	1
	22. Fires, gas or vapour.....	2	—	—	1	—	—	—	—	—	—	—	4	2	2	3	2	2	—	1	1
	23. Hot vapours, gases or liquids.....	69	—	6	2	6	2	—	4	—	16	4	112	36	15	16	21	5	1	19	12
	24. Hot solid objects.....	12	—	3	1	—	—	1	—	—	—	1	53	31	22	34	14	12	—	2	3
	25. Cold and other.....	6	—	—	—	—	—	—	2	—	—	1	8	2	1	4	2	1	—	—	—
Explosions	26. Gas.....	6	—	—	—	—	—	—	1	—	—	—	4	2	—	—	—	5	2	—	—
	27. Dust.....	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—
	28. Gasoline, oil, chemicals.....	2	—	—	—	1	—	—	—	—	—	—	1	1	1	—	—	—	—	2	—
	29. Boilers, pressure vessels and pipes.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—
	30. High explosives, fire arms and n.e.c.....	1	—	—	—	1	—	—	—	—	—	—	5	1	—	2	2	1	—	4	—
Agencies Injurious to Health	31. Acids, alkalis and similar chemicals.....	18	—	5	10	5	1	—	3	4	17	5	10	25	11	17	21	7	4	14	10
	32. Dusts (Silicosis, etc.).....	1	—	—	—	—	—	—	1	2	1	—	2	2	1	1	—	1	—	—	3
	33. Poisonous gases, or lack of oxygen.....	2	—	—	1	2	1	—	3	—	2	—	6	2	14	4	4	—	3	5	—
	34. Ionizing radiation.....	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—
	35. Welding flashes.....	1	—	—	—	—	—	—	1	3	—	—	6	27	5	17	8	3	—	—	2
	36. Industrial diseases, n.e.c.....	26	—	5	10	9	—	2	2	3	5	6	12	24	13	42	29	11	—	5	9
Electricity	37. Electricity.....	4	—	1	2	2	—	—	1	—	1	—	9	5	3	10	12	2	—	6	4
Working Surfaces, Same Level	38. Rough ground or floor.....	27	—	2	3	5	—	—	9	4	9	—	31	32	23	40	11	14	2	4	2
	39. Slippery surfaces.....	302	1	24	15	59	3	14	41	20	58	17	115	106	73	198	90	60	4	25	27
	40. N.E.C.....	68	2	14	9	24	5	2	17	29	20	16	74	113	46	138	72	34	2	12	15
Working Surfaces, Different Levels	41. Ladders and stairs.....	103	2	11	10	15	2	7	6	8	25	4	36	43	29	71	33	21	1	17	11
	42. Platforms, ramps and stationary vehicles.....	88	1	7	2	8	1	—	23	4	18	6	35	47	21	116	27	35	5	9	5
	43. Scaffolds and stagings.....	6	—	2	—	2	—	—	2	7	—	10	8	—	31	7	8	—	2	1	—
	44. Stockpiles and loads.....	12	—	2	2	4	—	—	17	2	8	1	25	27	8	22	11	11	1	4	—
	45. Buildings or other structures.....	6	—	1	—	2	—	—	1	3	—	13	12	3	7	4	6	—	3	—	—
	46. N.E.C.....	34	—	12	4	11	—	—	10	3	16	7	33	45	19	71	15	20	2	3	6
Miscellaneous	47. Flying particles.....	18	—	7	2	7	—	2	11	10	9	2	62	88	66	106	43	28	—	4	16
	48. Infection, n.e.c.....	104	—	8	6	3	—	3	15	7	8	1	20	32	16	27	16	10	—	4	4
	49. Over-exertion, n.e.c.....	—	—	—	—	—	—	—	—	—	—	—	1	—	2	—	—	—	—	—	—
	50. Jammed between articles.....	98	3	24	10	21	—	—	37	20	32	10	123	189	83	160	49	42	—	16	13
	51. Miscellaneous.....	169	5	26	21	56	8	14	54	44	64	27	145	205	108	303	158	60	6	32	38
Total.....		2,659	40	469	306	713	54	136	889	587	886	284	2,171	3,213	1,676	3,426	1,887	981	45	422	549
Fatal.....		2	1	—	—	—	—	—	9	—	2	—	5	3	3	3	1	3	—	4	—

		TRADE										COMMUNITY BUSINESS and PERSONAL SERVICE										FEMALE		MALE	
Cause		404-421	501-519	524-527	543-548	572-579	602-629	631-699	702-737	801-809	821-828	831	851-859	861-869	871-879	891-899	902-991	999	Total	Non-fatal	Fatal	Non-fatal	Fatal	Number	
		Construction	Transportation	Storage	Communication	Elect. Power, Gas & Water Utilities	Wholesale	Retail	Finance, Insurance and Real Estate	Education and Related Services	Health and Welfare Services	Religious Organizations	Motion Picture and Rec. Services	Services to Business Management	Personal Services	Miscellaneous Services	Public Administration and Defence	Unspecified or Undefined							
Tools	1. All hand tools including portable powered.....	8	8	3	—	1	20	164	—	1	—	—	—	—	5	2	7	—	960	121	—	839	—	1	
Machinery	2. Woodworking.....	1	—	—	—	—	13	2	—	—	—	—	—	—	—	—	1	—	274	17	—	257	—	2	
	3. Metal working, except punch presses.....	8	3	—	—	—	12	—	—	—	—	—	—	—	—	1	—	—	663	87	—	575	1	3	
	4. Punch presses.....	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	342	107	—	234	—	4	
	5. Other machinery.....	3	5	2	—	—	13	94	—	—	—	—	2	—	20	—	1	1	1,332	437	—	894	1	5	
Power Transmission Equipment	6. Gears, belts, pulleys, shafting, etc.....	1	1	1	—	1	4	1	—	—	—	—	—	—	—	1	—	—	160	12	—	148	—	6	
Materials	7. Handled by fellow workmen.....	5	4	—	—	—	7	24	—	—	—	—	—	—	—	—	—	—	286	38	—	248	—	7	
	8. Handled by victim.....	28	150	14	6	15	177	563	1	1	2	—	1	—	22	4	52	4	6,364	672	—	5,692	—	8	
	9. Falling from stockpiles or loads.....	15	61	4	—	3	56	133	—	—	—	—	1	—	3	4	8	2	1,936	173	—	1,758	5	9	
	10. Nails and spikes.....	3	5	3	—	2	11	22	—	—	—	—	—	—	1	—	3	—	171	16	—	155	—	10	
	11. Thrown by tools.....	—	4	—	—	—	2	1	—	—	—	—	—	—	—	—	—	—	61	—	—	60	1	11	
	12. Thrown by machinery.....	—	—	—	—	1	13	3	—	—	—	—	—	—	—	—	—	—	419	32	—	386	1	12	
Hoisting and Conveying Apparatus	13. Materials n.e.c.....	14	21	1	—	2	62	104	—	1	3	—	—	—	5	1	9	—	1,113	146	—	966	1	13	
	14. Elevators, hoists and cranes.....	2	1	—	—	1	9	4	—	—	—	—	1	—	—	—	—	—	154	2	—	147	5	14	
	15. Belts, sprocket, chain and other conveyors.....	1	2	1	—	—	6	22	—	—	—	—	—	—	—	1	—	—	216	31	—	183	2	15	
	16. Hooks, chains, slings and cables.....	3	2	7	—	—	7	2	—	—	—	—	—	—	—	2	—	—	193	3	—	190	—	16	
Powered Vehicles	17. Automobiles and trucks.....	2	10	1	—	1	2	9	—	—	—	—	—	—	—	1	—	—	85	2	—	75	8	17	
Hand-operated Vehicles	18. Lift trucks, loadmobiles, misc.....	3	2	—	—	—	21	25	—	—	—	—	—	—	—	1	1	—	401	9	—	386	6	18	
	19. Railway.....	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	7	—	—	6	1	19	
Fire and Extreme Temperatures	20. Hand trucks, wheelbarrows, etc.....	—	7	1	—	1	8	39	—	—	—	—	—	—	1	—	1	—	300	33	—	267	—	20	
	21. Fires, except gas or vapour.....	2	1	1	1	—	4	8	—	—	—	—	—	—	—	—	—	—	106	3	—	103	—	21	
	22. Fires, gas or vapour.....	—	1	—	—	—	1	—	—	—	—	—	—	—	3	—	1	—	26	—	—	35	1	22	
	23. Hot vapours, gases or liquids.....	4	2	—	—	—	7	14	—	—	—	—	—	—	10	—	1	—	384	33	—	351	—	23	
	24. Hot solid objects.....	—	3	—	—	—	1	3	—	—	—	—	—	—	—	—	1	—	197	7	—	190	—	24	
	25. Cold and other.....	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	—	—	31	4	—	27	—	25	
	26. Gas.....	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	21	2	—	19	—	26	
	27. Dust.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	2	—	27	
	28. Gasoline, oil, chemicals.....	1	—	—	—	1	4	3	—	—	—	—	—	—	—	—	—	—	17	—	—	16	1	28	
	29. Boilers, pressure vessels and pipes.....	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	2	—	29	
Explosions	30. High explosives, fire arms and n.e.c.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	17	—	—	12	5	30	
	31. Acids, alkalis and similar chemicals.....	—	7	—	—	—	5	11	—	—	—	—	—	—	1	—	2	—	213	17	—	196	—	31	
	32. Dusts (Silicosis, etc.).....	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	16	—	—	15	1	32	
	33. Poisonous gases, or lack of oxygen.....	3	—	—	—	2	—	2	—	—	—	—	—	1	—	2	—	—	59	11	—	45	3	33	
	34. Ionizing radiation.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	34	
	35. Welding flashes.....	2	1	—	—	—	1	2	—	—	—	—	—	1	—	—	—	—	80	2	—	78	—	35	
	36. Industrial diseases, n.e.c.....	1	5	1	—	—	—	5	—	—	—	—	—	—	2	—	2	—	229	62	—	167	—	36	
	37. Electricity.....	3	—	1	1	1	3	4	—	—	—	—	1	—	—	1	—	—	77	6	—	67	4	37	
	38. Rough ground or floor.....	1	11	—	—	2	4	9	—	—	—	—	—	—	2	—	3	—	250	27	—	223	—	38	
	Working Surfaces, Same Level	39. Slippery surfaces.....	11	31	5	—	1	51	191	—	—	—	—	1	10	5	23	—	—	1,581	286	—	1,295	—	39
Working Surfaces, Different Levels	40. N.E.C.....	8	10	—	1	5	21	86	1	—	—	—	—	—	5	2	11	—	862	158	—	704	—	40	
	41. Ladders and stairs.....	7	11	6	5	8	19	106	—	—	—	—	1	1	4	4	9	—	637	127	—	509	1	41	
	42. Platforms, ramps and stationary vehicles.....	9	56	2	—	4	33	63	1	—	—	—	—	—	4	2	4	—	637	28	—	608	1	42	
	43. Scaffolds and stagings.....	6	3	2	—	2	1	5	—	1	—	—	—	—	—	—	4	—	110	1	—	106	3	43	
	44. Stockpiles and loads.....	2	2	—	—	—	11	9	—	—	—	—	—	—	—	2	—	—	183	5	—	178	—	44	
	45. Buildings or other structures.....	2	2	—	—	—	—	—	—	—	—	—	—	—	1	—	2	—	68	1	—	66	1	45	
	46. N.E.C.....	6	7	—	—	—	10	35	—	—	—	—	1	—	1	6	—	—	378	41	—	337	—	46	
	47. Flying particles.....	9	8	3	1	3	7	16	1	—	—	—	—	—	—	—	2	—	532	44	—	488	—	47	
	48. Infection, n.e.c.....	1	1	—	—	—	9	63	—	—	—	—	1	3	3	—	—	—	355	78	—	277	—	48	
	Miscellaneous	49. Over-exertion, n.e.c.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	2	—	1	—	49
	50. Jammed between articles.....	10	22	1	—	1	34	74	—	1	1	—	—	—	2	1	7	—	1,085	69	—	1,014	2	50	
	51. Miscellaneous.....	9	24	4	2	3	44	185	—	1	2	—	—	—	5	1	24	—	1,848	352	—	1,495	1	51	
Total		194	496	66	17	61	714	2,111	2	8	8	—	4	9	109	33	194	7	25,443	3,304	—	22,083	56		
Fatal		5	4	—	—	—	6	3	—	—	—	—	—	—	1	1	—	—	—	—	—	—	56		

Table D-3 — Direction of Officers to Employers under The Industrial Safety Act, 1964.
For the Fiscal Year ending March 31st, 1966.

SUBJECTS OF DIRECTIONS (1)																
INSPECTIONS																
INDUSTRY	Boilers	Other Pressure Vessels	Total	Fire Escapes, etc.	Building Plans: to be submitted for approval	Elevators and Hoists	Guarding Machinery	Heat	Light	Ventilation	Sanitation	Seats: for Female Employees	Toilets, etc.	Dressing Room, Matron, etc.	Headgear: for Female Employees	Child Labour
																Miscellaneous
																Total
Manufacturing.....	86	704	790	3,197	508	66	10,990	30	96	698	624	11	278	58	518	23
Food and Beverages.....	27	57	84	412	65	11	1,255	7	13	53	116	—	39	8	41	6
Tobacco Products.....	1	—	1	7	—	—	17	—	—	—	—	—	—	—	—	13
Rubber Products.....	1	10	11	52	2	2	133	1	—	10	6	—	6	—	—	184
Leather Products.....	3	11	14	104	3	1	212	—	—	11	24	—	7	1	13	251
Textile.....	3	5	8	151	10	4	350	—	1	12	26	—	12	—	53	381
Knitting Mills.....	1	4	5	54	3	1	79	1	—	1	10	—	4	1	34	125
Clothing.....	1	4	5	162	4	—	80	—	3	1	30	—	27	4	6	359
Wood Products.....	3	54	57	135	34	2	1,018	1	1	27	39	—	25	2	7	867
Furniture and Fixtures.....	6	54	60	219	18	—	345	2	7	41	48	1	12	3	11	549
Paper and Allied Industries.....	—	10	10	96	7	2	389	—	6	15	23	2	5	5	40	439
Printing, Publishing and Allied Industries.....	3	16	19	252	19	3	409	—	3	32	47	—	12	5	33	731
Primary Metal.....	—	12	12	57	114	2	281	—	1	59	15	—	6	—	3	371
Metal Fabricating (except mach. and trans. equip.).....	11	205	216	393	86	15	2,742	2	13	149	83	3	33	8	91	2,438
Machinery (except electrical machinery).....	2	44	46	146	22	5	451	1	3	44	13	2	8	1	14	694
Transportation Equipment.....	5	32	37	170	27	6	842	1	12	76	32	—	11	5	31	762
Electrical Products.....	2	37	39	208	16	2	718	2	2	58	33	3	16	6	44	826
Non-metallic Mineral Products.....	3	41	44	76	36	1	435	1	5	21	15	—	13	—	4	580
Petroleum and Coal Products.....	2	8	10	27	5	1	71	—	—	2	5	—	9	—	3	223
Chemical & Chemical Products.....	5	33	38	162	17	5	340	10	4	32	15	—	9	3	16	620
Miscellaneous Manufacturing.....	6	60	66	308	17	3	801	1	22	52	40	—	24	6	61	1,066
Miscellaneous Mfg. incidental to other ind.....	1	7	8	6	3	—	22	—	—	2	4	—	—	—	—	51
Construction.....	3	59	62	100	51	1	312	—	1	11	21	—	9	—	—	634
Transportation, Storage and Communication.....	4	71	75	138	29	4	174	3	3	39	25	—	5	—	2	506
Transportation.....	4	59	63	78	19	2	103	1	3	17	13	—	4	—	2	339
Storage (including grain elevators).....	—	7	7	50	8	2	54	1	—	20	12	—	—	—	—	137
Communication.....	—	5	5	10	2	—	17	1	—	2	—	—	1	—	—	30
Public Utilities.....	2	7	9	15	3	—	77	—	—	4	—	—	1	—	—	114
Trade.....	23	970	993	2,154	213	48	1,807	12	50	183	434	3	169	27	17	9,000
Wholesale Trade.....	3	178	181	651	85	15	907	4	13	55	77	2	43	4	13	2,409
Retail Trade.....	20	795	815	1,503	128	33	900	8	37	128	357	1	126	23	4	6,591
Finance, Insurance and Real Estate.....	1	3	4	259	22	6	20	2	11	8	13	—	7	3	—	130
Service.....	17	84	101	470	30	7	463	5	23	40	164	1	68	11	3	2,641
Education and Related Service.....	1	1	2	7	—	1	10	—	—	3	—	—	—	—	—	12
Health and Welfare Service.....	—	3	3	9	1	1	75	—	1	3	6	—	3	2	—	122
Religious Organizations.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
Recreation Service.....	1	1	2	13	—	—	—	—	—	1	2	—	—	—	—	33
Business Service.....	—	3	3	26	2	—	25	—	—	3	—	—	1	—	—	79
Personal Service.....	14	40	54	352	12	2	233	5	21	13	150	1	60	9	2	2,093
Miscellaneous Service.....	1	36	37	63	15	3	115	—	—	15	8	—	4	—	1	300
Public Administration and Defence.....	—	15	15	30	3	—	46	1	—	17	4	—	5	—	—	98
Unspecified or Undefined.....	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4
Total.....	136	1,913	2,049	6,363	859	132	13,890	53	184	1,000	1,285	15	542	99	540	26,576
																53,632

1. Directions given for the protection of the health and safety of employees or any persons in a factory, shop or office building.

E — CONSTRUCTION SAFETY BRANCH

Table E-1 — Summary of Inspectors' Annual Reports — Calendar Year 1965

Number of Inspectors Appointed.....	Over 1,000 (715*)
Number of Notices Received.....	25,242
Total Length of Trenches for which notices were received.....	5,811,656 lin. ft. (approx. 1,100 miles)
Number of Informations Laid.....	45
Number of Convictions.....	34
Number of Stop Work Orders.....	380
Number of Orders to Comply.....	1,560
* Number of inspectors recorded in Annual Reports Submitted (489 Local Municipalities out of 935)	
Fatalities on projects under the Trench Excavators' Protection Act.....	5

Table E-2 — Summary of Inspectors' Annual Reports — Calendar Year 1965

Number of Inspectors Appointed.....	246
Number of Inspections.....	106,564
Number of Informations Laid.....	244
Number of Convictions.....	85
Number of Fatalities on Projects under The Construction Safety Act, 1961-62.....	42
Number of Stop Work Orders.....	2,005
Number of Orders to Comply.....	12,450

**Table E-3 — Inspections by Construction Safety Officers — April 1, 1965 to March 31, 1966
The Trench Excavators' Protection Act**

1. Joint Inspections with Municipal Inspectors.....	1,297
2. Inspections by Provincial Construction Safety Officer in areas where he was Inspector (Unorganized territories in Territorial Districts).....	3
3. Other Independent Inspections.....	126
Total.....	1,426

Table E-4 — The Construction Safety Act, 1961-62

1. Joint Inspections with Municipal Inspectors.....	3,932
2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts).....	338
3. Other Independent Inspections (e.g. in areas where no inspector is appointed).....	225
4. Promotional and Public Relations Calls (i.e. on Clerks, Wardens, etc.).....	1,320
Total.....	5,185

**Table E-5 — Projects Inspected Under Ontario Regulations 100/63 — April 1, 1965 to March 31, 1966
Projects Under Compressed Air**

No.	Contractor	Location	Pressure		Shift Workers	No. of Decompressions Supervisors etc.	Total	No. of Cases of Bends
			Min.	Max.				
63/232	Scott-Jackson Constr.	North York	5	11	705	289	994	NII
64/132	S. McNally & Sons	Hamilton	5	12	12,110	3,536	15,646	NII
64/152	Keystone Constr. Ltd.	Scarborough	6½	11	873	370	1,243	NII
64/163	C. Sansone Const. Ltd.	Cornwall	4	14½	2,845	458	3,303	NII
64/165	Patrick Constr. Ltd.	Hamilton	9	13	4,303	501	4,804	NII
64/221	Aqua Terra Ltd.	Scarborough	2	13	504	281	785	NII
65/78	S. Cosentino Ltd.	Kitchener	3	6	776	416	1,192	NII
65/201	S. McNally & Sons Ltd.	Kitchener	4	8	1,728	828	2,556	NII
65/307	S. McNally & Sons Ltd.	North York	6	8	539	182	721	NII
65/383	Aqua Terra Ltd.	Toronto	5½	12	195	82	277	NII
Total.....					24,678	6,943	31,621	

Table E-6 — Projects Under Ontario Regulation 100/63 — April 1, 1965 to March 31, 1966
INSPECTION SUMMARY

	Projects under Inspection	Completed during year	C/F to next year	Length of Tunnel Ft.		Projects under Compressed Air	No. of Inspections	No. of Directions	No. of Inspections with No Directions
				Less than 5'0" dia.	Over 5'0" dia.				
Long Tunnels.....	134	84	50	18,926	134,497	10	1,805	1,053	1,303
Short Tunnels (under 50').....	235	220	15	6,593	510	—	1,133	176	1,049
Jacked Tunnels.....	40	31	9	4,894	—	—	199	51	184
Large Caissons.....	—	—	—	n/a	n/a	—	—	—	—
Augured Caissons.....	90	79	11	n/a	n/a	—	364	42	339
Cofferdams Underpinning, etc.....	20	15	5	n/a	n/a	—	136	28	154
Total.....	519	429	90	30,413	135,007	10	3,637	1,350	3,029

Fatalities on Projects under Ontario Regulation 100/63

F — ELEVATOR INSPECTION BRANCH

Table F-1 — Report of Number of Inspections of Elevating Devices 1965-66

Type of Elevating Device	ANNUAL INSPECTIONS			After Insurer's Inspection	New Installations	Major Alterations	Miscellaneous Inspections	Total
	First	Repeat	Total					
Elevator								
Passenger.....	2193	334	2527	79	772	47	469	3894
H.P. Passenger.....	32	5	37	21	5	—	5	68
Freight.....	2068	58	2126	84	78	11	358	2655
H.P. Freight.....	14	—	14	—	—	—	4	18
Dumb-Waiter								
Class A.....	495	12	507	8	64	3	61	643
H.P. Class A.....	8	—	8	—	—	—	—	8
Class B.....	53	1	54	3	3	—	17	77
H.P. Class B.....	6	—	6	—	—	—	2	8
Escalator — One.....	33	4	37	2	96	—	32	167
Escalator Series.....	4 ²⁰	—	4 ²⁰	—	—	—	—	—
Manlift (E.B.).....	42	—	42	2	3	1	3	51
Incline Lift.....	69	1	70	—	1	—	16	87
Ski Tow (Rope).....	126	5	131	—	19	3	43	196
Ski Tow (Bar).....	42	7	49	—	17	2	9	77
Ski Tow (Poma).....	6	6	12	—	—	—	3	15
Ski Tow (Chair).....	9	1	10	—	4	—	6	20
Moving Walk.....	—	—	—	—	1	—	—	1
Total.....	5200	434	5634	199	1063	67	1026	7989

There were 75 installations not under the Act.

Table F-2 — Number of Accidents Reported, Accidents Investigated, and Persons Injured on Construction Hoists — 1965-66

Type of Hoisting Device and Location on Hoisting Device Where Accident Occurred	Minor	ACCIDENTS Serious	Fatal	Total	No. of Accidents	Accidents Investigated
Material Hoist:						
Landing.....	2	—	1	3	3	3
In Car.....	2	—	—	2	4	2
Top of Car.....	—	—	—	—	—	—
Pit.....	—	—	—	—	—	—
Machine Room.....	—	—	—	—	—	—
Workmen's Hoist:						
Landing.....	—	—	1	1	1	1
In Car.....	—	—	—	—	—	—
Top of Car.....	—	—	—	—	—	—
Pit.....	—	—	—	—	—	—
Machine Room.....	—	—	—	—	—	—
Total.....	4	—	2	6	8	6

There were no females involved in the above accidents.

Table F-3 — Drawings and Specifications of Elevating Devices Approved

Elevating Device Type	New Installation	Major Alteration	Total
Passengers.....	865	63	928
H.P. Passenger.....	4	—	—
Freight.....	78	13	91
Class A Dumb-waiter.....	60	4	64
Escalator — One.....	25	—	25
Manlift.....	3	2	5
Incline Lift.....	4	—	4
Ski Tow (Rope).....	28	5	33
Ski Tow (J. and T. Bar).....	15	—	15
Ski Lift (Chair).....	2	—	2
Total.....	1,084	87	1,171
Workmen's Hoists.....	35	—	35
Grand Total.....	1,119	87	1,206

Table F-4 — Certificates of Competency Issued April 1, 1965 - March 31, 1966

Applicant	FIRST CERTIFICATE		Total	Renewal	Duplicate	Total
	Without Examination	After Examination				
Inspectors.....	0	6	6	17	0	23
Persons other than Inspectors.....	0	1	1	1	0	2
Totals.....	0	7	7	18	0	25

CONSTRUCTION HOISTS ACT

Table F-5 — Licences Granted, Suspended and Transferred — 1965-1966

Type of Hoist	Initial No.	Licences Granted Renewal No.	Duplicate No.	Total No.	Licences Suspended No.	Licences Transferred No.
Material	347	5	4	356	—	4
Workmen's	35	—	—	35	—	—
Total	382	5	4	391	—	4

Table F-6 — Number and Estimated Values of Approved Plans of Buildings 1965-66

Industry	Plans Approved No.	Estimated Value of Buildings \$	Percentage of Total Value %
Manufacturing Total	1976	188,366,600	51.77
Food and Beverages	249	12,131,400	3.34
Tobacco	3	582,000	.16
Rubber	22	2,274,100	.63
Leather	16	1,659,700	.46
Textiles	45	9,102,900	2.51
Knitting Mills	8	908,000	.25
Clothing	13	893,000	.24
Wood	89	3,767,200	1.03
Furniture and Fixtures	61	4,085,000	1.12
Paper and Allied Industries	54	12,803,100	3.52
Printing, Publishing and Allied Industries	63	4,040,100	1.11
Primary Metals	202	14,942,400	4.10
Metal Fabricating	330	17,170,200	4.71
Machinery	135	16,488,300	4.56
Transportation and Equipment	137	28,263,500	7.76
Electrical Products	95	8,069,800	2.22
Non-metallic Mineral Products	115	11,713,100	3.22
Petroleum and Coal Products	21	4,571,000	1.25
Chemicals and Chemical Products	218	27,622,300	7.58
Miscellaneous Manufacturing	101	7,279,500	2.00
Construction	296	43,770,600	12.01
Transportation	172	14,770,300	4.05
Storage	78	5,562,500	1.53
Communication	57	2,306,800	.64
Utilities	37	6,901,000	1.88
Trade	63	11,886,500	3.27
Wholesale Trade	661	51,086,900	14.01
Retail Trade	295	13,072,400	3.58
Finance, Insurance and Real Estate	366	38,014,500	10.43
Service	165	27,198,200	7.47
Education and Related Services	212	27,017,800	7.42
Health and Welfare Services	10	3,933,500	1.08
Religious Organizations	16	1,807,600	.50
Motion Pictures and Recreational Services	11	—	—
Services to Business Management	24	1,127,200	.31
Personal Services	58	7,854,000	2.16
Miscellaneous Services	44	3,060,600	.84
Public Administration and Defence	49	1,679,400	.46
Total	3546	\$364,096,900	100.00%

Table F-7 — Revenue Earned — 1965-1966

Source	Amount \$
Licences.....	1,815.00
Initial Licences.....	1,755.00
Renewal of Licence.....	25.00
Transfer of Licence.....	20.00
Duplicate of Licence.....	15.00
Approval of Drawings and Specifications.....	600.00
Inspections.....	11,506.00
Total.....	\$13,921.00

Table F-8 — Number of Accidents Reported, Accidents Investigated, and Persons Injured on Elevating Devices — 1965-66

Type of Elevating Device and Location on Elevating Device Where Accident Occurred	Minor		ACCIDENTS Serious		Fatal		Total	No. of Accidents	Accidents Investigated
	Female	Male	Female	Male	Female	Male			
Passenger Elevator									
Landing.....	45	12	1	1			59	58	7
In Car.....	6	2		1			9	8	4
Top of Car.....		2					2	2	1
Pit.....									
Machine Room.....									
Freight Elevator									
Landing.....	2	59	1	6			68	60	10
In Car.....	1	21		8			30	28	11
Top of Car.....		1					1	1	
Pit.....									
Machine Room.....									
Dumb-Waiter									
Landing.....									
Top of Car.....									
Pit.....		1					1	1	
Machine Room.....									
Escalator									
Landing Upper.....	42	38	1	2			83	77	2
Landing Lower.....	66	36	1	3			106	87	
Stairs.....	166	71	5	3			245	189	2
Machine Room.....									
Manlift									
Landing.....									
Pit.....									
Machine Room.....									
Incline Lift									
Landing.....				2		1	3	1	1
Tracks.....									
Machine Room.....									
Ski Tow									
Landing Upper.....	1	3					4	2	
Landing Lower.....	1		1				2	2	
Tracks.....		2	1	1			4	4	
Machine Room.....									
Total.....	330	248	11	27		1	617	520	38

**Table F-9 — Licences Granted, Suspended and Transferred, 1965-66
Under the Elevators and Lifts Act**

Type of Elevating Device	LICENCES GRANTED			Total	Licence Suspended	Licence Transferred
	Initial Licence	Renewal	Duplicate			
Elevator	No.	No.	No.	No.	No.	No.
Passenger.....	659	3790	26	4475	—	349
H.P. Passenger.....	4	47	—	51	—	2
Freight.....	58	2978	7	3043	—	162
H.P. Freight.....	—	12	1	13	—	—
Dumb-Waiter						
Class "A".....	29	747	—	776	—	14
H.P. Class "A".....	—	9	—	9	—	—
Class "B".....	1	64	—	65	—	3
H.P. Class "B".....	1	4	—	5	—	—
Escalator						
Escalator — One.....	52	107	—	159	—	5
Escalator — Series.....	8	62	—	70	—	—
Manlift.....	2	61	—	63	—	6
Incline Lift.....	1	21	—	22	—	—
Ski Tow.....	33	234	—	267	—	1
Total	848	8136	34	9018	—	543

Table F-10 — Twenty Causes of Escalator Accidents

	Male	Female	Total
1. Fell while boarding	2	7	9
2. Fell while boarding (artificial limb or cane)	1	0	1
3. Fell while getting off	19	15	24
4. Fell while riding	16	29	45
5. Fell while walking or running on moving escalator	2	2	4
6. Fell, trying to ride in opposite direction	1	7	8
7. Pushed, knocked over or stepped on	2	30	32
8. Fell while riding (artificial limb or cane)	0	3	3
9. Fell while riding (carrying parcels)	0	2	2
10. Fell while riding (lost balance)	10	29	39
11. Fell while riding (stooped to pick up object)	1	1	2
12. Fell while riding (stooped to aid child or fell over child)	1	6	7
13. Fell while riding (jerking motion — escalator stopped or went in reverse)	0	10	10
14. Lost grip on hand rail	2	1	3
15. Caught fingers or glove under handrail	10	7	17
16. Sat on step	9	4	13
17. Stepped on crack of two steps	1	1	2
18. Clothing caught	1	0	1
19. Shoe or rubber caught in combplate	7	23	30
20. Unknown or miscellaneous	21	31	52
Total	96	208	304
Number of Accidents			353
Number injured			304
Number not injured			130
Total			434

**Table F-11 — Escalator Accidents Reported According to Age and Time of Day —
Fiscal Period 1965-66**

Time	7-10 a.m.	10-11 a.m.	11-12	12-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12	12-1 a.m.	1-2 a.m.	Total	Total
Age-Sex	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1-3	1		2	1	4	1	2		1	5	5	2	3	4	5	3	4		28
4-6	2		3			3	6	3		4	7			3	5	5	7	2	37
7-14		1	1	2	3	1	2	2	2	1	9	2	1	4	7	4	3		32
16-25	1	1			1			1	2				4	1	3	1	1	2	7
26-35						1	1	1		1	1				1	1			2
36-45				1			3			4	2	6	1	1	1		1	2	2
46-55		1	2	1		1		3	1		3	2	1	2	1				3
56-65		2				5		2	7	2	4		3	1	3		7	1	4
66-75	2			1	2	2	1	8	1	8	1	3		5	1	4		2	8
76-85	3		1		3	1	3	3	3		3	1	2	2	2	1		1	11
86-0																			2
Not Stated		5		3	1	3	2	4	3	5	2	12	2	5	1	6	2	4	1
Total M	6		8		11		14		12		26		8		22		18		152
Total F		13		10		20		30		35		36		33		39		18	
Total		19		18		31		44		47		62		41		61		36	

Table F-12 — Revenue Earned — 1965-66
Under the Elevators and Lifts Act

Source	\$ Amount
Licences	124,008.00
Initial Licences	4,402.00
Renewal of Licences	116,706.00
Transfer of Licences	2,726.00
Duplicate of Licences	175.00
Certificate of Competency	15.00
First Certificate	10.00
Renewal Certificate	5.00
Approval of Drawings and Specifications	21,145.00
Upon Submission of Drawings and Specifications	21,145.00
Additional Sets of Drawings and Specifications	
Annual Registration of Contractors	2,580.00
First Annual Registration	85.00
Subsequent Registration	2,495.00
Duplicate Applications and Metal Plates	685.00
Inspections	49,441.00
Travelling Expenses	422.00
Rate of Goods — Safety Code for Passenger and Freight	74.55
Miscellaneous	3.15
Total	\$197,993.95

Table F-13 — Report of Number of Inspections of Construction Hoists 1965-66

Installation	First No.	INSPECTIONS Repeat No.	Semi-Annual No.	Total No.	*Miscellaneous No.	Total No.
Construction Hoist.....	357	632	189	1,178	388	1,566

Note: 109 of the above inspections were involving workmen's hoists.

*Calls re shut-downs, re-instated, dismantled and miscellaneous (non-revenue) inspections.

Table F-14 — All Escalator Accidents Causing Injury
For the Fiscal Year of April 1965 to March 1966

Part of Body	Landing Upper		Landing Lower		Stairs		Total	
	M	F	M	F	M	F	M	F
Abdomen	—	1	—	—	—	5	1	6
Arm	1	2	1	4	3	14	5	20
Back	8	3	1	7	5	13	14	23
Chest	1	1	2	—	—	—	—	—
Foot	6	5	15	7	6	16	9	24
Head	3	4	3	4	15	11	35	22
Hip	—	—	—	—	—	1	—	1
Leg	2	18	3	15	4	53	9	86
Unspec.	—	—	—	1	2	6	2	7
Total	21	34	25	45	50+	129	96	208

No.	CAUSES		Total
	Male	Female	
1.	2	7	9
2.	1	—	1
3.	9	15	24
4.	6	29	45
5.	2	2	4
6.	1	7	8
7.	2	30	32
8.	—	3	3
9.	—	2	2
10.	10	29	39
11.	1	1	2
12.	1	6	7
13.	—	10	10
14.	2	1	3
15.	10	7	17
16.	9	4	13
17.	1	1	2
18.	1	—	1
19.	7	23	30
20.	21	31	52
Total	96	208	304

1-6 yrs.		7-14 yrs.		Adult	
M	F	M	F	M	F
57	33	10	15	28	161

Total Male 1-14 yrs.	68	No. Accidents	353
Total Female 1-14 yrs.	47	No. Injured	304
Total Children	116	No. Not Injured	130
Total Adult	189	No. Involved	434

No.	NOT INJURED		Total
	Male	Female	
1.	2	3	5
3.	1	3	4
4.	4	6	10
6.	—	1	1
7.	2	9	11
8.	1	4	5
10.	9	17	26
13.	1	1	2
15.	1	—	1
17.	—	2	2
18.	1	—	1
19.	16	9	25
20.	19	18	37
Total	57	73	130

G — BOILER INSPECTION BRANCH

Table G-1 — Inspections — 1966

Table G-1a — Certificates — 1966

Certificates	Number of Inspections	Certificates Issued	Uncompleted or Rejected (Designs)
Certificates of Inspection:			
Boilers and Pressure Vessels During Construction	20,097	11,891	
Used Boilers and Pressure Vessels	1,322	1,112	
Annual Inspection of Boilers and Pressure Vessels	14,003	12,289 ^a	
Certificates of Approval for Boilers and Pressure Vessels	—	2,607	
Duplicates of Certificates of Approval and Inspection	—	25	
Pressure Piping	1,328 ^b		
Total	36,750^c	27,924	200

¹ Of this number, 174 concerned refrigeration plants and ice rinks.

² These are first inspections of boilers, pressure vessels and pressure piping during their construction or installation. There were 17,178 additional inspections of boilers, pressure vessels and pressure piping during their construction or installation.

³ This number comprises 2,346 certificates issued in the field by inspectors and 9,943 certificates issued from the office.

Table G-2 — Report of Number of Welding Operators Tested — 1966

Type of Welding	Qualified	OPERATORS	
		Failed	Total Operators Tested
Metallic-arc process	5,624	947	6,571
Oxygen-acetylene process	1,590	336	1,926
Pressure butt resistance	32	1	33
Manual torch brazing	86	17	103
Total			8,633

Table G-3 — Accidents and Explosions Reported and Investigated — 1966

Type of Vessel Involved	Accidents and Explosions	Fatally	PERSONS INJURED Non-Fatally	Total
Boiler	3	—	3	3
Furnace	13	4	2	6
Pressure Vessel	2	—	2	2
Pressure Piping	5	—	2	2
Miscellaneous	—	—	—	—
Total	23	4	9	13

Note: In addition to the above, there were five accidents reported and investigated by Boiler Inspection Branch officers that could come under the heading "Non-Code".

Table G-4 — Revenue Earned — 1966

Source	Amount \$ c
Fees	335,955.88
Approval and registration of designs	47,124.00
Inspections:	
New boilers and pressure vessels	136,203.50
Pressure piping	11,688.50
Used boilers and pressure vessels	18,531.00
Annual inspections of boilers and pressure vessels	66,638.88
Certificates of approval for boilers and pressure vessels	7,815.00
Certificates of competency	1,475.00
Tests of welding operators	43,110.00
Approval of welding procedures	3,370.00
Remittance of expenses incurred by inspectors on inspection of boilers, pressure vessels and pressure piping	9,698.36
Sale of Books — Rules for Mechanical Refrigeration and for the Construction and Inspection of boilers and pressure vessels	31.50
Total	345,683.74

H — INDUSTRIAL TRAINING BRANCH

Table H-1 — Report on Short-Term Training Programs Developed In Industry —
Year Ending March 31st, 1966

Occupation	Firms Involved	Total To Be Trained
Acoustic Tile Applicator	1	20
Antenna Installers and Domestic Appliance Servicemen	1	39
Assemblers and Filters	2	227
Beef Boners	1	12
Buffers and Polishers	1	40
Business Machine Servicemen	1	72
Ceramic Workers	1	15
Chemical Process Operators	2	78
Electrical Appliance Workers	2	86
Flexible Metal Tubing Workers	1	8
Foundry Workers	2	145
Furnace Builders	1	33
Furniture Makers/Woodworkers	7	2070
Iron Assay Technicians	1	18
Laboratory Workers	1	12
Leather Cutters	2	61
Machine Operators	3	190
Meat Cutters/Processors	2	119
Metal Fabricators	2	1190
Miners	4	659
Motor Winders	2	20
Pharmaceutical Workers	1	12
Plastics Workers	1	10
Rivet Makers	1	20
Sewing Machine Operators	52	3123
Textile Workers	5	621
Welders	4	250
Wire Workers	1	14
Total	105	9164

Requests from industry for information and assistance were:

Regarding short-term training	648
Regarding apprenticeship training	153
	<u>801</u>

Table H-2 — Registration of Apprentices In Trades Without Regulations
from April 1st, 1965, to March 31st, 1966

Trade	REGISTRATIONS		CANCELLATIONS		COMPLETIONS		Active
	During Year	Total	During Year	Total	During Year	Total	
Plant Bricklaying.....	—	3	—	2	—	1	—
Cabinet Making.....	4	43	6	17	—	15	11
Plant Electrician.....	43	494	7	81	26	332	81
Welding.....	21	97	3	18	7	41	38
Pattern Making.....	7	67	—	14	1	26	27
Machine Fitting.....	3	11	1	1	1	5	5
Draftsman.....	3	34	1	13	4	11	10
Printing.....	27	94	8	20	9	21	53
Tool & Die Making.....	277	1,121	32	124	95	312	685
Machinist.....	126	652	20	142	45	258	252
Gas Fitting.....	—	3	—	—	—	3	—
Stone Cutting.....	—	2	—	2	—	—	—
Baker.....	3	5	—	—	—	—	5
Ships Joiner.....	—	7	—	3	—	4	—
Boat Building.....	4	8	—	—	—	1	5
Moulding.....	2	36	2	17	3	12	7
Furniture Finishing.....	—	2	—	1	—	1	—
Automotive Machinist.....	9	51	1	12	2	23	16
Painting & Decorating.....	—	1	—	—	—	1	—
Druggist.....	—	2	—	2	—	—	—
Sign Painting.....	—	7	1	—	—	1	2
Marine Motor Mechanic.....	—	3	—	3	—	—	—
Core Maker.....	—	8	—	1	—	6	1
Brass Finisher.....	—	4	—	3	—	1	—
Coppersmith.....	—	15	—	7	—	8	—
Armature Winding & Motor Repair.....	6	78	3	27	4	39	12
Pyrometrician.....	—	1	—	1	—	—	—
Marble & Tile Setting.....	—	7	—	2	—	4	1
Marine Steelworker.....	—	2	—	1	—	1	—
Diesel Service Mechanic.....	3	20	—	1	—	9	10
Photo Engraving.....	—	7	—	—	—	1	2
Woodworking.....	6	234	—	85	—	135	14
Jeweller.....	1	7	1	3	1	2	2
Ornamental Blacksmith.....	—	5	—	3	—	2	—
Lather.....	21	301	9	64	21	192	45
Glove Cutting.....	—	2	—	2	—	—	—
Canvas Goods.....	—	2	—	—	—	2	—
Compositor.....	—	3	—	—	—	—	—
Automobile & Tractor Mechanic.....	—	2	—	—	—	1	1
Pipe Fitter.....	9	78	—	20	4	29	29
Glass Beveling.....	—	1	—	1	—	0	—
Dressmaking.....	1	4	—	1	—	1	2
Plant Sheet Metal.....	5	44	—	3	2	25	—
Plant Plumber.....	—	25	—	2	—	23	—
Plant Carpenter.....	—	12	—	1	—	9	2
Plant Painter & Decorator.....	1	6	—	—	—	5	1
Assistant Dyer (Hosiery).....	—	2	—	2	—	—	—
Journeyman Machine Adjustor.....	—	3	—	1	—	2	—
Instrument & Toolmaker.....	—	51	1	—	8	42	7
Refrigeration & Air Conditioning.....	—	—	—	2	—	3	—
Process Instrument Mechanic.....	11	45	1	7	1	29	9
Sheet Metal Fabricator.....	—	8	—	—	1	6	2
Elevator Mfg. Mechanic.....	—	1	—	1	—	—	—
Metalsmith.....	—	1	—	—	—	—	—
Electric Winding & Maintenance.....	7	22	—	2	5	15	5
Pulp & Paper Mechanic.....	—	16	—	1	—	15	—
Platwork.....	1	10	—	2	2	7	1
Electric Arc Welder.....	—	1	—	1	—	—	—
S.S.S. Drafting.....	7	208	2	33	4	161	14
Ship Fitter.....	—	9	—	3	2	5	1

Trade	REGISTRATIONS		CANCELLATIONS		COMPLETIONS		
	During Year	Total	During Year	Total	During Year	Total	Active
Millwright.....	70	223	4	35	15	52	136
Boilermaker.....	1	10	—	2	—	5	3
Tool Designer.....	—	4	—	—	1	4	—
Automatic Screw Machine Set-up.....	1	10	—	1	—	2	7
Steelworker.....	—	3	—	2	—	1	—
Roll Turner.....	4	23	—	3	—	15	5
Instrument Repairman.....	19	74	2	11	5	39	24
Plant Steamfitting.....	1	15	—	3	1	6	6
Stokes & Smith Mechanic.....	—	1	—	—	—	1	—
Elect. Apparatus Repair Electrician.....	1	17	—	4	3	11	2
Blacksmith.....	1	5	—	—	1	3	2
Steam Power House Mechanic.....	1	9	—	—	—	6	3
Foundryman.....	—	2	—	1	—	1	—
Electronic Instrument Mechanic.....	—	8	1	3	—	2	3
Instrument Fitter.....	—	2	—	2	—	—	—
Mechanical Fitter.....	2	11	—	1	1	6	4
Shoemaking.....	1	11	—	3	—	6	2
Iron Worker.....	2	14	1	5	1	5	4
Industrial Instrumentation.....	—	2	—	—	—	2	—
Production Methods & Administration.....	—	9	—	—	—	9	—
Stationary Engineering.....	—	1	—	—	—	1	—
Chair Frame Maker.....	—	1	—	1	—	—	—
Textile Hosiery Knitting Machine Adjustor.....	—	8	—	3	—	5	—
Oil Burner Mechanic.....	1	5	1	1	—	1	3
Tube Fitter.....	—	1	—	—	—	1	—
Metallurgical Technician.....	—	2	—	—	1	2	—
Sewing Machine Mechanic.....	—	1	—	—	—	1	—
Electro Plating.....	—	2	—	1	—	1	—
Structural Steel Mechanic.....	—	7	—	2	1	2	3
Rigger.....	—	3	—	1	1	1	1
Machine Tool Rebuilding.....	—	1	—	—	—	1	—
Electrical Technicians.....	—	3	—	—	—	3	—
Auto Radiator Repair.....	—	1	—	—	—	1	—
Electronic Repairman.....	13	35	—	—	10	13	22
Foundry Lab Technician.....	—	1	—	1	—	—	—
Fur Cutter.....	—	1	—	1	—	1	—
Horticulture.....	1	3	—	—	—	1	2
Watchmaker.....	—	26	2	12	4	5	9
Cooks.....	—	184	44	68	9	20	96
Television.....	1	13	1	1	—	—	12
Heavy Duty Repairer.....	14	31	2	5	1	1	25
Electrician (Lineman).....	—	3	1	1	—	—	6
Electrician (Shop).....	2	10	—	—	1	4	2
Gunsmithing.....	—	2	—	—	—	—	2
Electrician (Wireman).....	—	6	—	—	—	—	6
Lithographer.....	2	6	—	—	—	—	6
Power House Operator.....	6	14	5	6	—	3	5
Tool & Cutter Grinder.....	1	2	—	—	1	1	1
Upholstery.....	3	9	2	2	—	—	7
Toolmaker.....	9	24	—	1	1	1	22
Maintenance Mechanic.....	3	7	—	—	1	1	6
Butcher.....	—	2	—	—	—	—	2
Industrial Office Technician.....	1	8	1	1	—	—	7
Camera (Offset).....	—	1	—	—	—	—	1
Stellite Worker.....	4	9	3	3	—	—	6
Farm Mechanic.....	3	4	—	—	—	—	4
Ornamental Plasterer.....	—	1	—	—	—	—	1
Machine Fabricator.....	2	2	—	—	2	2	—
Pipe Organ Builder.....	1	1	—	—	—	—	1
Dental Lab Worker.....	1	1	—	—	—	—	1
Electrician (Splicer).....	1	1	—	—	—	—	1
Electric Technician.....	1	1	—	—	—	—	1
Glazier & Metal Mechanic.....	52	52	—	—	47	47	5
Plastic Technician.....	4	4	—	—	—	—	4
838	4,946	169	955	355	355	2,150	1,841

**Table H-3 — Report of Contracts of Apprenticeship In Trades
with Regulations for the Year Ending March 31st, 1966**

Trade	DURING FISCAL YEAR					Active Apprentices March 31/66
	Active Apprentices April 1/65	Registrations	Completions	Completions without Certificate	Cancellations	
BUILDING TRADES	3,392	1,719	384	107	447	4,173
Bricklayer	106	60	1	9	40	116
Carpenter	282	164	32	6	56	352
Electricians	1,297	730	187	23	121	1,696
Mason	12	—	1	—	1	10
Painter and Decorator	103	29	—	8	44	80
Plasterer	49	21	6	—	18	46
Plumber	757	329	58	53	78	897
Sheet Metal	548	254	65	7	68	662
Steamfitter	238	132	34	1	21	314
MOTOR VEHICLE REPAIRER	5,117	1,736	938	25	881	5,009
Branch "a" Mechanic	4,168	1,363	781	18	667	4,065
Branch "b" Body Repairer	904	316	142	6	203	869
Branch "c" Electrical and Fuel Systems	45	15	10	1	10	39
Branch "e" Painting only	—	42	5	—	1	36
Worker in Air Conditioning and Refrigeration	85	46	13	—	6	112
Barber	241	107	62	—	41	245
Hairdresser	922	464	168	15	263	940
Cook (Chef)	55	95	—	—	24	126
Watchmaker	1	7	—	—	—	8
Total	9,813	4,174	1,565	147	1,662	10,613

**Table H-4 — Report of Comparative Apprentice Regulations
In Trades Having Regulations**

Fiscal Year Ending March 31st	Registrations	Certificates Issued	Completions without Certificate	Cancellations	Active Apprentices
1957	2,046	1,159	105	560	5,531
1958	2,089	992	290	562	5,776
1959	2,064	879	305	519	6,137
1960	2,280	910	210	497	6,800
1961	2,261	1,295	256	561	6,949
1962	2,332	1,442	186	730	6,923
1963	2,582	1,469	104	825	7,207
1964	3,241	1,316	85	738	8,309
1965	4,243	1,543	246	950	9,813
1966	4,174	1,565	147	1,662	10,613
Totals 1928-1966	48,153	22,495	2,620	12,179	

**Table H-5 — Summary Report of Examinations for Certificates of Qualification
Year Ended March 31, 1966**

Trade	EXAMINATIONS CONDUCTED			CANDIDATES EXAMINED		Total
	Toronto	Other Centres	Apprentices	Students	Journeymen	
Motor Vehicle Repairers	223	148	1,068	—	2,060	3,128
Electrical — Nov. 65 - Mar. 66	15	13	104	—	130	234
Refrigeration	17	32	14	—	50	64
Hairdressers	108	82	228	1,918	887	3,033
Barbers	42	59	49	119	364	532

**Table H-6 — Department of Labour Certificates of Qualification Issued
Year Ending March 31, 1966**

	After Exam	Without Exam	Renewals	Cancelled	Duplicate	Misc.	Reciprocal	Total
Motor Mechanics	2,030	—	31,926	72	84	—	9	34,121
Hairdressers	2,200	3	18,940	6	28	1	36	21,214
Barbers	636	126	7,373	4	6	—	10	8,155
Watch Repairer	—	540	—	—	—	—	—	540
Const. Electrical	165	2,294	—	3	—	—	4	2,466
Main. Electrical	8	830	—	6	—	—	—	844
Dom. and Rural Elect.	—	363	159	—	—	—	—	522
Const. Main. Elect.	77	1,530	2,601	—	—	—	—	4,208
Refrig. and Air. Cond.	93	554	—	1	—	—	—	648
Cooks	10	103	—	1	—	—	—	114
Total	5,219	6,343	60,999	93	118	1	59	72,832

**Table H-7 — Revenues Derived From Fees
Year Ending March 31, 1966**

Source	Gross Revenue	Refunds	Net Revenue
Examinations and Certificates of Qualification			
Motor Vehicle Repairer.....	\$209,999.00	\$ 908.05	\$209,090.95
Barber.....	48,174.00	242.50	47,931.50
Hairdresser.....	131,944.25	804.06	131,140.19
Electrician.....	49,483.40	—	49,483.40
Plumber.....	1,230.00	—	1,230.00
Refrigeration.....	2,010.00	175.00	1,835.00
Sheet Metal Worker.....	815.00	—	815.00
Watch Repairer.....	2,077.50	—	2,077.50
Other Trades.....	1,740.00	594.75	1,145.25
Private School Licenses			
Barber.....	160.00	10.00	150.00
Hairdresser.....	1,265.00	55.00	1,210.00
Student Fees			
Barber.....	710.00	—	710.00
Hairdresser.....	8,455.00	48.50	8,406.50
Apprenticeship Registration.....	31,295.00	135.00	31,160.00
Total Fees.....	489,358.15	2,972.86	486,385.29
Miscellaneous.....	70.56	—	70.56
Total Revenue.....	\$489,428.71	\$2,972.86	\$486,455.85

Table H-8 — Statement of Revenue and Refunds — 1965/66

Revenue		
1. Fees:		
Examinations and re-examinations		
Certificates of qualification — duplicate		\$157,386.50
— provisional		
— renewal and renewal penalties		
Certificates of plant registration		4,715.00
		\$162,101.50
2. Text-books		11,676.00
3. Miscellaneous		203.75
Gross Revenue		\$173,981.25
Refunds		
1. Fees:		
Examinations and re-examinations		
Certificates of qualification — duplicate		\$ 2,589.70
— provisional		
— renewal and renewal penalties		
Certificates of plant registration		110.00
		\$ 2,699.70
2. Text-books		19.50
3. Miscellaneous		115.99
Total refunds		\$ 2,835.19
Net Revenue		\$171,146.06

Table H-9 — Certificates of Qualification — 1965/66

Class	At March 31/65	Lapsed	Issued on examination	At March 31/66	Failed to pass examination
Stationary Engineer:					
Fourth-class.....	9,815	474	863	10,204	28
Third-class.....	7,711	229	505	7,987	71
Second-class.....	3,087	82	244	3,249	61
First-class.....	587	10	39	616	21
Refrigeration Operator:					
B class.....	735	26	109	818	8
A class.....	16	—	4	20	—
Compressor Operator.....	783	18	86	851	2
Hoisting Engineer.....	898	59	4	843	—
Hoisting Engineer (electrical and internal combustion).....	5,773	120	698	6,351	5
Traction Engineer.....	432	54	3	381	1
Hoisting and Traction Engineer.....	254	13	—	241	—
Total.....	30,091	1,085	2,555	31,561	197

29 Provisional certificates also were issued
 Certificates of qualification renewed 26,701
 Certificates of qualification pending renewal 4,860

**Table H-10 — Summary Report of Examinations for Certificates of Qualification
 Year Ended March 31, 1966**

Trade	EXAMINATIONS CONDUCTED		Apprentices	CANDIDATES EXAMINED		Total
	Toronto	Other Centres		Students	Journeymen	
Motor Vehicle Repairers	223	148	1,068	—	2,060	3,128
Electrical — Nov. 65 - Mar. 66.....	15	13	104	—	130	234
Refrigeration.....	17	32	14	—	50	64
Hairdressers.....	108	82	228	1,918	887	3,033
Barbers.....	42	59	49	119	364	532
Totals.....	405	334	1,463	2,037	3,491	6,991

**Table H-11 — Licences Issued to Private Trade Schools During the Year
 Ending December 31, 1965**

Trade	New	TRADE SCHOOLS		New	ACADEMIES OF ADVANCED TRAINING	
		Renewed	In Force December 31, 1965		Renewed	In Force December, 1965
Barber	—	4	4	—	1	1
Hairdresser	—	23	23	—	6	6
Total	—	27	27	—	7	7

I — OFFICE OF THE ATHLETICS COMMISSIONER

Table I-1 — Statement of Revenue for Year Ending March 31, 1966

Professional Wrestling			
Taxes			\$7,145.87
Licences			
Professional Wrestling Licence Class 1	(1) @ \$500.	500.00	
Professional Wrestling Licence Class 2	(480) @ 5.	2,400.00	
To take part in exhibitions	(209) @ 5.	1,045.00	
To referee exhibitions	(14) @ 10.	140.00	
To referee exhibitions	(6) @ 25.	150.00	
			\$11,380.87
Professional Boxing			
Taxes			5,197.76
Licences			
Professional Boxing Licence Class 1	(1) @ \$500.	500.00	
Professional Boxing Licence Class 2	nil		
To take part in contests and exhibitions	(46) @ 5.	230.00	
To referee contests and exhibitions	(16) @ 2.	32.00	
To manage professional boxers	(7) @ 5.	35.00	
To act as a second at contests and exhibitions	(32) @ 2.	64.00	
			6,058.76
Amateur Boxing			
Licence to hold contests or exhibitions	(24) @ \$ 5.	120.00	
Licence to referee contests or exhibitions	(16) @ 1.	16.00	
			136.00
Amateur Wrestling			
Licence to hold contests or exhibitions	(8) @ \$ 2.	16.00	
Miscellaneous			16.00
			\$17,591.78
Security Deposits			
Security Deposits on hand as at April 1, 1965		Cash \$6,600.00	
		Bonds 2,900.00	
			\$ 9,500.00
Deposits received for fiscal year April 1/65 - March 31/66	Cash \$ 9,900.00		
	Bonds 110,000.00		
			119,900.00
Less —			
Deposits refunded for fiscal year April 1/65 - March 31/66	Cash 11,100.00		
	Bonds 110,000.00		
			121,100.00
Balance on hand as at March 31, 1966		1,200.00	1,200.00
		Cash 5,400.00	
		Bonds 2,900.00	
			\$ 8,300.00

Table I-2 — Licences Issued 1965-66

Type of Licence	Number of Licences
Professional Wrestling	
Professional Wrestling Licences, Class 1	1
Professional Wrestling Licences, Class 2	480
To take part in exhibitions	209
To referee exhibitions	20
Professional Boxing	
Professional Boxing Licences, Class 1	1
To take part in contests and exhibitions	46
To referee contests and exhibitions	16
To manage professional boxers	7
To act as a second at contests and exhibitions	32
Amateur Boxing	
For holding contests or exhibitions	24
To referee contests and exhibitions	16
Amateur Wrestling	
For holding contests or exhibitions	8

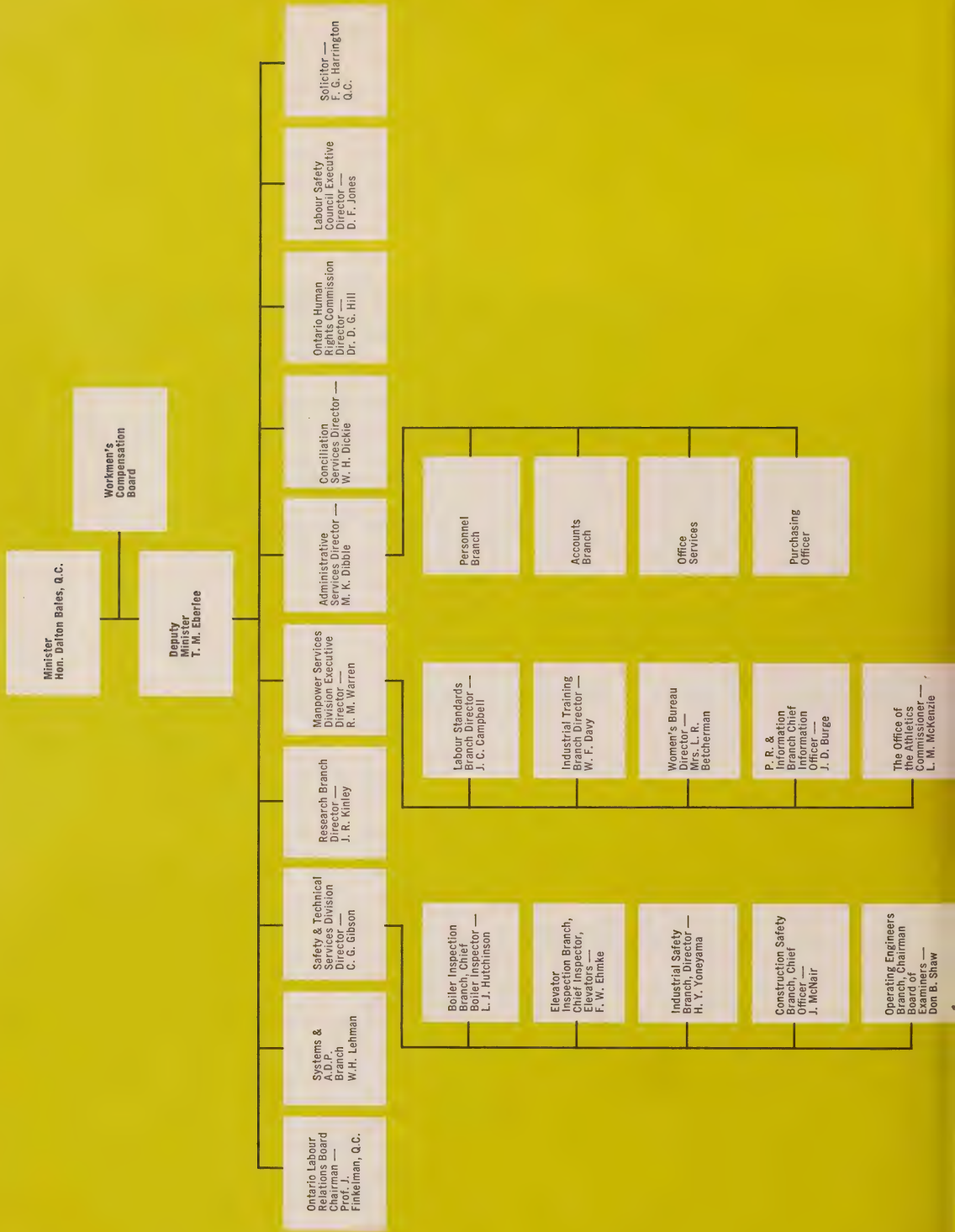
Table I-3 — Revenue Received for Licences Issued 1965-66

Type of Licence	Amount \$
Professional Wrestling	
Professional Wrestling Licences, Class 1	500.00
Professional Wrestling Licences, Class 2	2,400.00
To take part in exhibitions	1,045.00
To referee exhibitions	290.00*
Professional Boxing	
Professional Boxing Licences, Class 1	500.00
To take part in contests and exhibitions	230.00
To referee contests and exhibitions	32.00
To manage professional boxers	35.00
To act as a second at contests and exhibitions	64.00
Amateur Boxing	
For holding contests or exhibitions	120.00
To referee contests and exhibitions	16.00
Amateur Wrestling	
For holding contests or exhibitions	16.00
Total	\$5,248.00

* 14 licences @ \$10 each, 6 licences @ \$25 each.

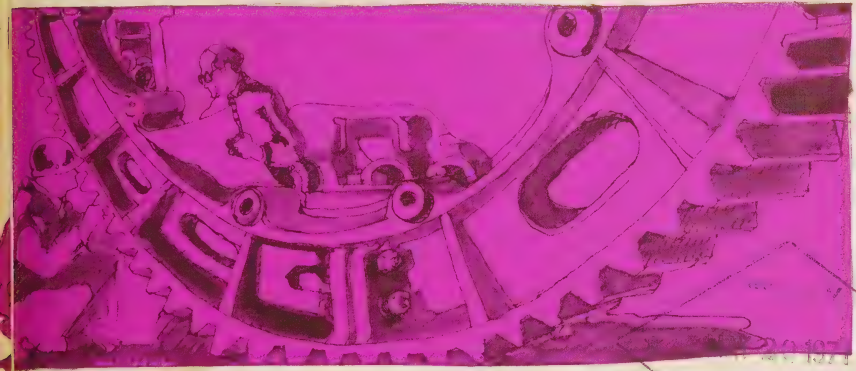
Table I-4 — Assistant to Amateur Sport (1965-66)

Total spent on assistance to Minor Sports (equipment) for year ending March 31, 1966	\$ 93,467.03
Awards and Prizes	3,783.28
Grants —	
Amateur Athletic Union, Central Ontario Branch	\$ 400.00
Amateur Athletic Union, Thunder Bay Branch	400.00
Scarboro Pee Wee Hockey Club	500.00
Hamilton Canusa Games Committee	500.00
National Ski Team Fund	7,000.00
East York Argos Football Club	750.00
Toronto Italian Canadian Hockey League	750.00
91st Highlanders Athletic Association	750.00
Sarnia Knights Basketball Club	500.00
Total	11,550.00
Total	\$108,800.31



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Ontario Department of Labour 48th Annual Report

April 1, 1966/March 31, 1967

For the fiscal year ending March 31, 1967

CA20NL

1966



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The Honourable Dalton Bales, QC

Deputy Minister

T.M. Eberlee

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MAR 28 1968



DEPARTMENT OF LABOUR
OFFICE OF THE MINISTER

8 YORK STREET
TORONTO 1



To His Honour the Lieutenant Governor in Council

May It Please Your Honour:

The undersigned has the honour to present
the forty-eighth Annual Report of the
Department of Labour, for the fiscal year ending
March 31, 1967.

All of which is respectfully submitted.

Dalton Bales

Dalton Bales, Q. C. , Minister

The last fiscal year of Canada's first century saw the Ontario Department of Labour with a staff of over 800 and functions as new as the times demanded. Since establishment of the Department in 1919, both the staff and functions have grown along with the expansion of the Province's labour force, which reached 2.7 million in 1966.

The original concern of the Department in was effecting legislation to protect women and young workers and in ensuring safe working conditions. Today, it also endeavours to provide conditions in which employer-employee negotiations can take place satisfactorily and assist in these negotiations, regulates hours of work, establishes the wage minimum in the Province, safeguards workers against discrimination and exploitation in employment, undertakes training programs aimed at upgrading the quality of the labour force, and provides a wide range of information services to both employers and employees.

The fiscal year 1966-67 continued the six years of economic expansion in the Province. The Gross Provincial Product grew from \$20.8 billion in 1965 to \$22.8 billion in 1966; total wages and salaries increased from \$10.4 billion to \$11.6 billion, and, average weekly wages and salaries from \$94.6 to \$99.4. These developments were reflected in an increase of 103,000 in the numbers of workers employed, bringing the annual average to 2,651,000 and the unemployment rate to 2.5 per cent. The tight labour market conditions were accompanied by a large number of jobs that require skilled workers remaining unfilled.

Some indication of the responsiveness of the Department's programs to the high level of economic activity was reflected in the workload of the various operating branches of the Department.

The tight labour market and rising prices opened the way to hard bargaining between labour and management and a very active year for the Department's labour relations services. A change in approach to con-

ciliation activities placed more responsibility on the bargaining parties to meet and reach an agreement, with the conciliation officer maintaining contact throughout their negotiations. In this way officers were able to settle a larger percentage of disputes than in the past and reduce the number of conciliation boards necessary. Measured in terms of cases handled and employees affected, both the Conciliation Services Branch and Labour Relations Board had one of their busiest years in the last decade.

The continued prosperity of the Province and an expanded inspection staff are both evident in the amount of work done pertaining to safety during the past fiscal year. In general industry the number of inspections rose from 59,668 in 1965-66 to 62,225 in 1966-67, and while the number of accidents increased from 25,443 to 29,478, the number of fatalities declined from 56 to 47 between the two years. Inspections carried out in construction, and on boilers and elevators also increased substantially in number, and in the case of the latter, rose by 172 per cent.

The increased workload in the safety area is also indicated by the additional number of drawing approvals granted by the Industrial Safety Branch. The value of these was \$111,539,600 greater than in the previous year.

The urgent need of industry for trained employees resulted in a doubling of the short-term on-the-job training programs to a total of 212 firms in the 1966-67 fiscal year. These training programs covering 52 different skills. Apprenticeship registrations in regulated trades increased from 4,174 in 1965-66 to 5,598 in 1966-67, and in trades without regulations from 838 to 1,551. Active apprentices at the end of the fiscal year totalled 15,047.

The shortage of skilled workers was also reflected in increased authorization of overtime by the Labour Standards Branch. The effect of tight labour market conditions was demonstrated by a decrease in the number of underpayments to employees re-

ported since the beginning of the enforcement of the present minimum wage. In addition, payroll inspections made in response to complaints by employees declined from 4,513 in 1965-66 to 1,944 in 1966-67. Another factor which contributed to these decreases was the 35,979 routine payroll inspections made by Department inspectors during this period.

The Department continued to meet its growing responsibilities by adding new dimensions to its programs and adopting modern techniques. Some of the more important of these developments are mentioned in the following paragraphs.

Five branches were co-ordinated under an Executive Director into the Manpower Services Division which is now comprised of the Labour Standards Branch, Industrial Training Branch, Information Branch, Women's Bureau and the Office of the Athletics Commissioner.

A Systems and Electronic Data Processing Branch, recommended in a feasibility study carried out in 1965, was established in July, 1966. The Branch was formed to utilize electronic data processing to improve the efficiency of field inspection, enforcement of legislation, management reports, labour research, and training programs, as well as to carry out general revenue accounting.

The Industrial Training and Research Branches co-operated in preparing a detailed cost-benefit analysis of short-term training programs from which a new approach to approval and administration of short-term training arrangements was devised. Another significant achievement in the training area was the application in nine centres of a progressive achievement test to evaluate the knowledge of applicants without proof of a grade 10 education. This test enables more workers who have potential to take advantage of the Department's training programs.

The Women's Bureau carried out the organizational work necessary to establishing the consultation service designed to enable married women to enter the labour force. Working

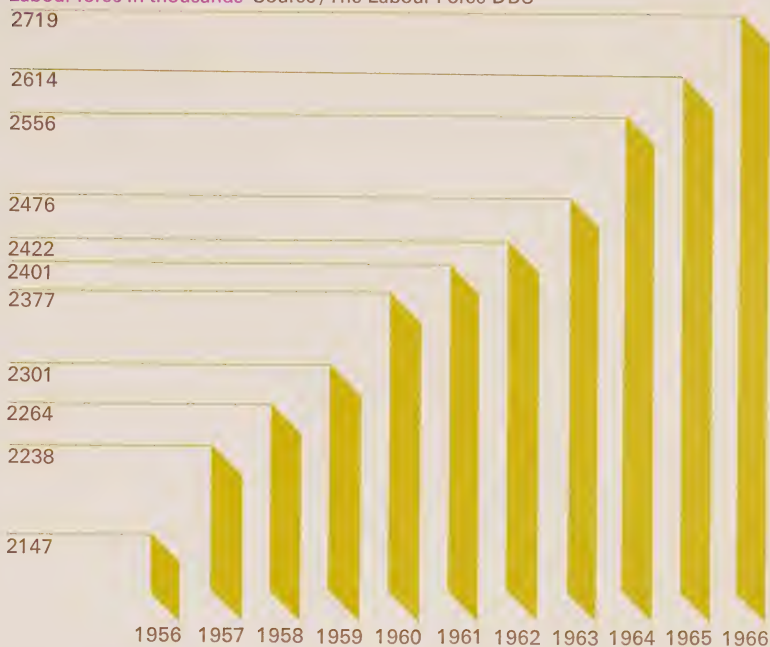
towards the same end, the Bureau produced pamphlets informing women of their legal rights and the possibilities of combining marriage with employment, and actively promoted the establishment of more municipal day-care centres.

In addition to these entirely new programs, every Branch of the Department carried out projects designed to keep the Department's activities responsive to changing needs, as is shown in the detailed reports that follow.

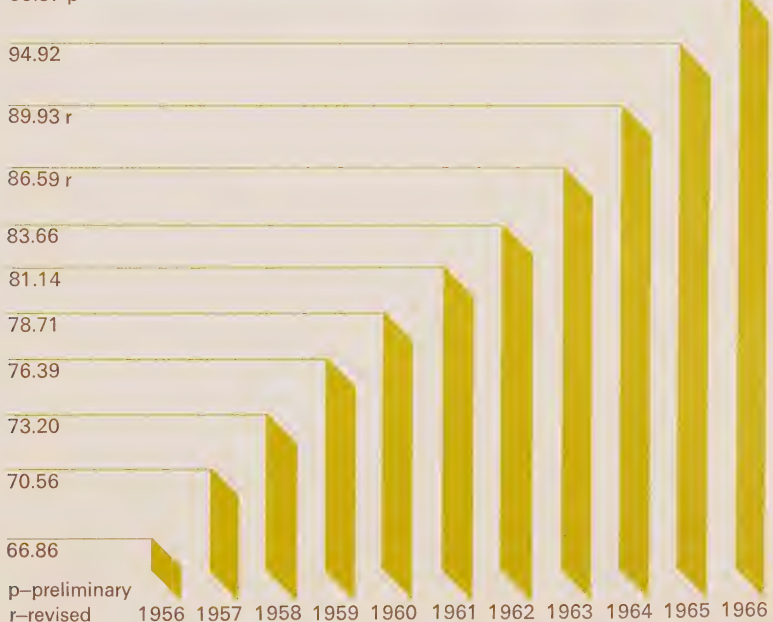
The Human Rights Commission conducted a total of 428 investigations into cases of alleged discrimination, which was a 100 per cent increase over the previous fiscal year's total of 229 cases.

The following report reflects the growth, activities and significant developments within the Department for a vigorous period in its history.

Labour force in thousands Source/The Labour Force DBS



Average weekly wages and salaries in dollars Source/Employment and Payrolls DBS





Manpower Services Division

Executive Director
R.M. Warren

In June 1966, the Manpower Services Division was established under an Executive Director to co-ordinate those branches directly concerned with the quality, quantity, economic protection and productivity of the work force.

Industrial Training Branch
In 1965 the Apprenticeship Branch became the Industrial Training Branch responsible for two training methods, Long-Term Apprenticeship and Short-Term Skill Training. Inspection, counselling and administrative staff were increased from 90 people to more than 220, many of them training specialists. The new Industrial Training Services are characteristic of the way in which the Department helps facilitate adjustment to change for both workers and employers.

The Branch has geared its training system to co-operate with industries in their desire to carry out programs, adopt the re-training habit and gain training so that labour supply will not lag behind demand.

Labour Standards

The Labour Standards Branch was created in late 1963 to administer the Department's legislation pertinent to the economic well being of the work force in Ontario. The nucleus of the Branch was the Industry Labour Board which for many years controlled some of the statutes that are now part of the Branch.

The Branch is responsible for:

a) Minimum Wage Act
Where a worker is not protected by a collective agreement or an effective industrial standards schedule, it has been found necessary to protect him with a minimum wage. The current minimum hourly wage rate is \$1.00 per hour for most employees in the Province and \$1.25 per hour for persons in the construction industry;

b) Hours of Work and Vacations with Pay Act

This establishes a work-maximum of eight hours a day and a forty-eight hour week. Where overtime hours are

required, the Branch controls this procedure under an industrial permit system. As a result of relatively recent legislation, every worker is now guaranteed a vacation with pay which entitles a person with one year of service to one week of holiday based on two percent of the worker's annual gross earnings. Employees with three or more years of service receive two weeks vacation calculated at four percent;

c) Wages Act

Each worker is protected by a plan which makes it mandatory for an employer to provide the employee with a wage statement for each pay period.

d) Industrial Standards Act

Specified industries in designated zones have fixed schedules of wages and working conditions which provide for trade rates and conditions of employment comparable to trade union contracts. These schedules effect practically all of the construction trades, the garment and needle trades and the barbering industry;

e) Fair wage schedules on government contracts

This regulation ensures fair wages and working conditions for all workmen employed by a contractor or sub-contractor doing work on roads or building structures for the Department of Highways, Public Works, Water Resources and the Ontario Housing Corporation. This policy also protects a contractor from unfair wage competition;

f) Employment Agencies Act

This legislation provides for the licensing and regulating of employment agencies and is applied to any business which for a fee, either assists employers to find employees or helps people to find work.

The programs of the Branch are supported by a fully trained field staff of Labour Standards Officers.

Women's Bureau

Canada's first Provincial Women's Bureau was founded in Ontario in 1963 in recognition of the fact that

women constituted one-third of the total labour force. The service of the Bureau and its overall task is to examine the nature, needs and extent of participation of women in the labour force. It plays a major role in encouraging and promoting maximum employment opportunities for women of the Province and assists them in integrating into the labour force as effectively as possible by advising them of areas of employment statistics and training opportunities available.

Public Relations and Information

The Public Relations and Information Branch was reorganized and expanded in an effort to create greater public understanding of the Department's programs and activities. The Branch arranges exhibits throughout the province, provides liaison with the communications media, oversees and directs promotion and media campaigns, publishes a magazine and many pamphlets, and brochures and booklets containing helpful information on activities and services available within the Department.

The Office of the Athletics Commissioner

The Athletics Commissioner assists in the administration of the Athletics Control Act and Regulations made under the Act. The Office was established to supervise boxing and wrestling in Ontario, and as such, it supervised the licensing, taxing and the operation of boxing and wrestling events on a purely professional basis.

Emphasis has been shifted from a purely regulatory function in the area of professional sports, to the assistance, promotion and encouragement of organized and amateur sports and sport associations through the providing of equipment and grants to minor athletic clubs throughout the Province. Each year since 1962 the Commissioner has planned the systematic promotion and assistance of a particular amateur sport activity. To date substantial contributions have been made to track and field, women's softball, lacrosse, basketball, football, volleyball, field hockey and soccer.

The Industrial Training Branch's On-the-Job Training Program, which offers a wide spectrum of trades training courses in both short-term skills and long-term apprenticeship, has continued to receive an enthusiastic response from both individuals and industry. Ontario employers are showing that business investments in materials and machinery must be matched by a similar investment in manpower development. The Program is not only providing a continuous flow of highly skilled workers, helping to fill industry's needs, but is also giving the previously unemployed and unskilled a worthwhile career.

Improvements and innovations to the apprenticeship program resulted in a large increase in apprenticeship registration during the year. An assessment testing project for apprenticeship candidates lacking a Grade 10 diploma has proven that many of these applicants can take apprentice training and has been a valuable source of additional apprentices.

Another important facet of the expanded program was the increase in living allowances granted in January, 1967. Apprentices engaged in courses at a Provincial Institute of Trades have been given a generous new allowance scale which provides added benefits while they are working towards a Certificate of Qualification.

A large expansion in the Branch's staff complement occurred during the year, bringing total personnel to 247, many of whom are trade specialists. This figure represents an increase from 90 in 1964, to 133 in 1965.

Short-term skill training

Under this program are trained both the unemployed worker and the employee who must be upgraded or retrained to cope with technological innovations.

In the year under report, projects were developed to assist 212 firms and train personnel in some 52 different skills. During the fiscal year, 10,666 trainees were processed and of these, 1,550 were still undergoing training at the close of the year.

Long-term apprenticeship training

The impetus of On-the-Job Training had an equal effect on apprenticeship. The vigorous promotion of this form of training by 58 Field Counsellors, coupled with urgent needs of industry for skilled tradesmen, resulted in unparalleled activity. In those trades covered by regulations, registrations rose to 5,598 as compared to 4,174 in the previous year. Trades without regulations showed an even greater increase, from 838 in 1965-66 to 1,551 in the year under report.

At the end of the year 15,046 apprenticeship contracts were in force as compared to 12,454 in the previous year.

In the Toronto Office alone, interviews with the public totalled 14,324. Many of the applicants were unable to state their needs in English. Thirteen female members of the staff, being fluent in other languages, were called on numerous occasions to interpret in Arabic, Czechoslovakian, Egyptian, French, German, Greek, Hebrew, Italian, Jewish, Macedonian, Polish, Portuguese, Rumanian, Spanish and Yugoslavian.

A further development during the year concerned those applicants for apprenticeship who were unable to produce proof of the required Grade 10 education. With the assistance of the Ontario Department of Education and Toronto Board of Education, the Branch developed a progressive achievement test to evaluate the knowledge level of the applicant. This test, applied at the Toronto office to 504 persons, 19 or older, showed that 331 or 65 per cent were functioning at a level of Grade 10 or higher, and so were acceptable for apprenticeship training. The success of this project has prompted its early extension to Windsor, St. Catharines, Hamilton, Kitchener, Sudbury, Ottawa, Timmins and Port Arthur in that order.

Trade Schools

Full use was made of the facilities for related training provided by trade schools administered by the Department of Education. An apprentice normally is required to attend two

10-week periods of related training during his apprenticeship. 5,204 apprentices attended the Provincial Institute of Trades, the Provincial Institute of Trades and Occupations, the Provincial Institute of Automotive and Allied Trades, all in Toronto, and Ontario Vocational Centres in London, Sault Ste. Marie and Ottawa.

Of these, 2,037 were registered in the building trades, while the Motor Vehicle Repair trade included 1,963 Mechanics and 320 Body Repairmen. The balance was comprised of 228 Hairdressers, 221 Chefs, 120 Barbers, 114 Toolmakers, 58 Millwrights, 50 Machinists, 41 Lathers, 31 Bakers, 14 Structural Steel Shop Draftsmen and seven Watch Repairers.

A change in regulations which became effective January 30, 1967 increased the allowance paid apprentices while attending trade schools. Formerly ranging from \$20.00 to \$40.00 weekly, the increase now results in a single apprentice living at home receiving \$35.00 weekly, while an apprentice with three dependents living away from home receives \$90.00 per week.

Certificate of Apprenticeship

2,805 apprentices completed their contracts during the year and were awarded certificates. Of these, 943 attained the required 70 per cent in the inter-provincial examination for their trade. This added to their certificates the red inter-provincial seal by which the holder's ability is recognized by participating provinces.

Certification of Qualification

The requirements of industry have led to the development of regulations for such new trades as Baker, Cement Mason, Dry Cleaner, Lather, Radio & TV Service Technician, Retail Meat Cutter and Toolmaker. These, with the trade of Chef, will form the group to which voluntary certification will be granted. Regulations have also been developed for the trade of Ironworker.

Application of Compulsory Certification was begun for the trades of Air Conditioning & Refrigeration, Barber, Electrician, Hairdresser,

Motor Vehicle Repairer, Watch Repairer, Plumber, Sheet Metal Worker and Steamfitter. Of these, application of all but the last three was completed in this fiscal period. Certification placed extremely heavy demands on that section of the Branch in which the applicant's qualifications are evaluated. During the year 22,472 applications for certificates were received of which 50 per cent or 11,255 were in the electrical trade.

Holders of certificates of qualification in the trades of Construction Electrician, Motor Vehicle Repairer Branch 'A', Plumber, and Sheet Metal Worker may now write the Inter-Provincial examination for the respective trade. Successful applicants are awarded the red seal to be placed on the certificate.

Private schools

The number of private schools licensed by the Director to teach certified trades showed no change. Four schools of Barbering and 23 of Hairdressing enrolled 127 and 1,355 pupils respectively, as compared to 129 and 1,697 in the previous year.

Provincial Advisory Committees

The Minister may appoint committees, composed of equal numbers from labour and management, together with a representative of the Branch, to advise on matters affecting specific trades. With the addition during the year of committees on Bakers, Cement Masons and Stationary Engineers the complete list of 21 committees now consists of Air Conditioning & Refrigeration, Bakers, Barbers, Carpenters, Cement Masons, Chefs, Dry Cleaners & Launderers, Electricians, Hairdressers, Heavy Duty Repairers, Ironworkers, Lathers, Motor Vehicle Repairers, Painters & Decorators, Plumbers & Steamfitters, Radio & TV Technicians, Retail Meat Cutters, Sheet Metal Workers, Stationary Engineers, Toolmakers and Watch Repairers.

To be formed early in the new fiscal year are committees for the trades of Bricklayer, Machinist and Plasterer.

Special Committees

On November 18, 1966 the Minister announced the formation of a General Advisory Committee on Industrial Trades, with Dr. C. Ross Ford, formerly Federal Director of Technical and Vocational Training, as Chairman. The Committee, consisting of 14 members, was selected to provide equal representation from management and labour and met first on November 22, 1966. Its objectives:

a) To assist the Department's Industrial Training Branch in adapting the Apprenticeship system to the changing manpower requirements of general industry and examine the need for a separate approach to Apprenticeship in general industry.

b) To study the merits of compulsory certification in the industrial trades and the impact on these trades of the Department's current compulsory certification program.

As a result of frequent meetings with groups representing both management and labour, and the presentation of briefs by interested parties, an interim report was issued on March 6, 1967 in which the Committee recommended:

a) The regulations for trades designated as certified trades be amended as expeditiously as possible to provide for the exemption from the Act and Regulations in their present form of persons employed in general industry.

b) Provisions be made for the voluntary certification of persons employed in general industry in trades designated as certified trades, provided such persons meet the requirements of Provincial Government standards.

The Department is amending current Regulations to implement these recommendations, and is making provision for voluntary certification in general industry.

Labour representatives were drawn from: International Union, United Automobile, Aerospace and Agricultural Implement

Workers of America; Packinghouse, Food and Allied Workers; International Brotherhood of Pulp, Sulphite and Paper Mill Workers; United Steelworkers of America; International Association of Machinists; Oil, Chemical and Atomic Workers' International Union; United Electrical, Radio and Machine Workers of America.

Management members represented: British and American Oil Co. Ltd. (oil and chemical industry); General Motors Ltd. (automotive industry); Canadian Westinghouse Ltd. (electrical industry); Dryden Paper Co. Ltd. (pulp and paper industry); International Nickel Co. of Canada Ltd. (mining industry); Steel Company of Canada Ltd. (steel industry); Algoma Steel Corporation Ltd. (steel industry).

The Committee will now address itself to the broadest field of industrial training from the semi-skilled level up to the professional level.

The Department of Labour created the Labour Standards Branch in late 1963, to bring together legislation relevant to the economic well-being of the working force in Ontario.

The Branch administers The Minimum Wage Act, The Hours of Work and Vacations with Pay Act, The Industrial Standards Act, The Employment Agencies Act and a part of The Wages Act. The Branch is also responsible for setting trade rates and working conditions and field investigations under the programme of Fair Wage Schedules on Government Projects for the Departments of Public Works and Highways, Ontario Water Resources Commission and the Ontario Housing Corporation. They are also responsible for the control and administration of Handicap Worker Permits and Homeworker and Overtime Permits.

Industry and Labour Board

The Industry and Labour Board is a corporate body consisting of a Chairman and two members who are officers of the Department of Labour who hold inquiries with respect to the administration of The Hours of Work and Vacations with Pay Act and The Minimum Wage Act. The Board held 39 meetings and handled a total of 117 individual inquiries and interviews during this fiscal year.

Minimum Wages

Where a worker is not protected by a collective agreement or an effective industrial standards schedule, it has been found necessary to protect him with a minimum wage. This also ensures fairer competition between employers. During this fiscal year the minimum hourly wage for General Workers and Hotel and Restaurant Workers was \$1.00, and for Construction Workers the minimum hourly rate of wage was \$1.25. The remaining order applied to the Taxi-cab Industry.

Payroll Inspection—Minimum Wage

Complaints by employees resulted in 1,944 payroll inspections during the year. These were in addition to the 35,979 routine investigations under



the legislation administered in the Branch. Arrears totalling \$93,128 were collected for employees and a further \$9,340 of underpayments were uncovered by investigation and were paid direct from employers to employees. This division of the Branch approved Homeworker Permits to 415 employers for employment performed in the homes, and 171 Handicap Worker Permits were issued during the year. There were two minimum wage court cases during the fiscal year involving charges of underpayment and failure to keep accurate payroll records.

Hours of Work and Vacations with Pay Act

This division of the Branch administers the Act which limits working hours in industry to a maximum of 48 hours a week and provides for vacations with pay for every working year of an employee. Previous to July 1, 1966, the Act required at least one week of vacation with pay for every year of employment. Effective July 1, 1966, the Act requires at least one week of vacation with pay for each of the first three years of employment and on completion of 36 months of continuous or non-continuous employment with an employer, provision is made for at least two weeks of vacation with pay for each year of such employment. An extension of working hours beyond 48 in the week is allowed in special circumstances under permit by the Industry and Labour Board. During the year, 714 such permits were issued because of the special nature of the work or the perishable nature of the raw material being processed. An employer may also, with Board approval, provide for an extension by not more than 12 hours of the work week of stationary engineers, firemen, watchmen, shippers, truck drivers and of certain categories of non-productive work, and for extension by not more than 100 hours a year of the working hours of other employees. Approval for extending the work week up to 12 hours was granted to 281 employers during the year, and authorization of up to 100

hours annually was granted to 2,625 employers. Emergency situations requiring overtime must be reported to the Board. The shortage of supply of skilled and non-skilled workers during the year resulted in increased overtime authorizations.

The Branch received 4,299 complaints from employees regarding violations under the Act and, in each case, an investigation was made. Seventy-seven prosecutions were instituted. Convictions followed in 40 cases; there were 15 cases withdrawn and two cases dismissed. Twenty cases were incomplete

Vacation with pay stamps

Previous to July 1, 1966, vacation with pay stamps were required to be granted employees in the construction industry and also in general industry where termination of employment occurred. The new Regulations which were effective July 1, 1966, require workers in general industry to receive vacation pay in cash form at the time of termination of employment. Vacation with pay stamps, therefore, are now only applicable to construction workers.

The changed vacation with pay provisions resulted in a very noticeable increase in assessments during the year. Vacation credits totalling \$166,082 were collected through the Branch Trust Account and a further \$112,155 also uncovered by investigation was paid direct from employers to employees.

In co-operation with the Ontario Human Rights Commission and the Indian-Eskimo Association of Canada, the Branch undertook investigation which resulted in a number of Indian workers in Northwestern Ontario receiving vacation pay entitlements.

Value of stamps purchased by employers during the year totalled \$14,101,007 and 170,116 vacation with pay stamp books were purchased from the Branch. Total value of stamps purchased since 1944 was \$190,332,783. These vacation pay stamps are available at all branches of the Province of Ontario Savings Office, or, where these offices are not located, from any chartered bank.

Records

An amendment made to the Regulations effective July 1, 1966 obliges employers to make and keep the required payroll records for stated periods of time.

Industrial Standards

The Minister of Labour may designate the whole of the Province, or any part or parts thereof as a special zone for an industry for the purpose of The Industrial Standards Act. The Act has been in force since 1935 and provides the means for employers and employees in a zone designated by the Minister to join together to eliminate unfair competition in labour costs through agreement on a schedule of wage and hour rules for all within the zone. Administration of the Act and the schedules made thereunder is vested in a Director of Labour Standards, under which Advisory Committees, constituted for each schedule and consisting of employers and employees in the affected industry and designated zone, function as enforcement agents. The Advisory Committees are not paid. They have limited powers and no resources save in industries designated as interprovincially competitive, where there is authority to assess employers and employees to provide funds for enforcement of schedules through appointment of inspection staff and auxiliary help. The Province has 115 designated zones, 85 of which are designated for the Barbering Industry and 30 for the Construction Industry. In addition, the Province as a whole is designated as a zone for six types of industries commonly known as the Needle Trades. As of March 31, 1967, there were over 150 schedules in force applying to the Barbering, Construction and Needle Trade Industries in the Province. The working statistics for this division of the Branch included five conferences and 12 amendments to existing schedules.

Wage records of 876 firms were investigated during the year, which resulted in assessments in the total amount of \$52,999.89 being levied against 236 of the firms involving

915 employees. A total of 24 prosecutions were instituted under the Act, resulting in 19 convictions, four dismissals and one withdrawal.

Fair wage schedules on government contracts

Fair Wage schedules have formed an important part of contracts let on behalf of all Departments of Government, the Ontario Housing Corporation and the Ontario Water Resources Commission excluding the Department of Highways since October 15, 1963. On April 1, 1966, this policy was expanded to include contracts let on behalf of the Department of Highways having an estimated value in excess of \$5,000.00 and all Municipal contracts subsidized by the Department of Highways having an estimated value in excess of \$35,000. Municipal contracts as such shall not be eligible for subsidy unless they contain provisions implementing the Fair Wage policy of the Government.

The schedules and applicable Labour Conditions provide two basic provisions. The first, that there be a reasonable control on hours of work of employees. The second provides for rates of wages generally accepted as current for various classes of competent workmen employed on the projects. This policy not only ensures employees of fair wages for their services but also protects contractors from unfair wage competition.

During the past year, there were 921 schedules approved, having an estimated project cost of \$308,917,991.12, providing employment of 4,364½ months. Fair wage schedule investigation of wage records of employees of contractors and subcontractors totalled 1,904.

In addition to the audits of wage records, job site visits were also carried out by Officers of the Branch for the purpose of conducting employee interviews.

The investigations resulted in collection of arrears of wages in the amount of \$45,337.60 involving 259 firms and 1,384 employees.

The Employment Agencies Act

The supervisor with staff responsible for administering this act forms part of the Labour Standards Branch, being supported by the field staff of the Branch for purposes of direct investigations throughout the Province. This division controls the licensing and regulating of employment agencies in the Province. The Act has a broad coverage being applied to any business which for a fee, reward, or other remuneration, either assists employers to obtain employees or helps people find employment. Many different types of businesses perform the services of an employment agency. Some describe themselves as employment agencies, or as nurses' registries, model agencies, or personnel service bureaus obtaining employment for persons as sitters or homemakers, while others are businesses specializing in some professional area as well as operating in the employment agency field. Currently, there are four classes of employment agencies required to be licensed under the Act.

Activities in this division of the Branch encompass a vast amount of personal and advertising research; reviewing and investigating new applications (many of these cases being quite complex); the processing of bonds and securities; the administration of matters dealing with renewals of licenses; reviewing and investigating businesses, individually and by group, to determine if their activities bring them under the legislation; conducting many educational and informative interviews and conferences with prospective licensees or their representatives and with agency associations. A large increase in these activities took place during 1966-67, the personal interview held by the Supervisor being in much greater demand than in any other fiscal period on matters dealing with proposed new employment agencies and the correction of practices and procedures and other items in the operation of agencies. The current supply and demand of professional and skilled employees in industry continue to lay stress on the services

of employment agencies which in turn, are reflected in a large volume of work occurring in the administration of the legislation. Applications for licences received rose to 126 during the period, an increase of 35 per cent over the previous record set in 1965-66. Renewals of licences, issued with an expiry date of March 31, 1967 totalled 183 as compared with 152 issued in 1965-66. The total of initial, or first, licences and renewals of licences issued reach 303. This amount represents the largest number of total licences issued in a fiscal year, being 32 per cent higher than the previous record.

Complaints

There were three complaints received during the year. All were resolved and corrective measures instituted by the Supervisor. The Supervisor and the Director of the Labour Standards Branch attended meetings held by the Director, Ontario Human Rights Commission, concerning complaints involving four employment agencies in respect of The Ontario Human Rights Code and The Age Discrimination Act, 1966.

Hearings and Prosecutions

The Supervisor did not hold any hearings, and there were no prosecutions under the Act during 1966-67.

The aim of the Women's Bureau is to encourage expansion of employment opportunities for qualified women since women increasingly show their ability and desire to engage in careers. The Bureau provides occupational and training information, assists in the development of training courses and helps women realize their full potential.

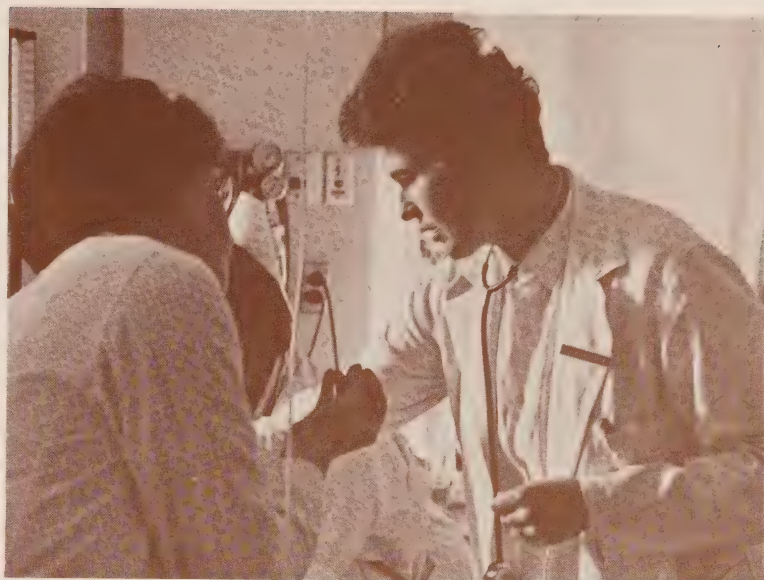
The Women's Bureau was established in 1963 to study the particular needs of women workers, to make recommendations to improve their position, and to assist in increasing the efficiency of their contribution to the economy.

Three basic groups of women are aided by studies, publications, and programs produced by the Bureau. They are women already working, women who have been out of the labour force for a number of years raising families and who now wish to return to employment, and teenagers who have yet to decide what kind of jobs or careers they will pursue.

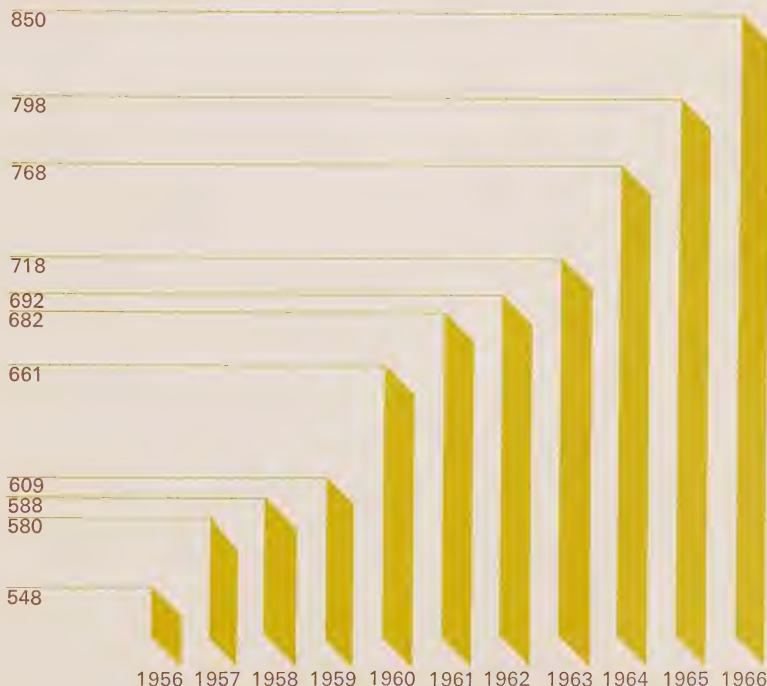
Publications

During the past year the Women's Bureau published a number of pamphlets. The first, *Ontario Labour Legislation of Interest to Women Workers*, was a concise summary of laws affecting working women in this province. The need for this publication had become apparent from the large number of calls constantly received by the Women's Bureau from women enquiring about vacation pay, sick leave, hours of work and other matters related to employment. Unions requested this publication in large numbers for distribution to their members. Employers have also found it useful and many firms have ordered large quantities.

A new pamphlet directed at the high school girl was also published this year. Called *Happiness is the Right Career*, the pamphlet tries to impress upon these girls the fact that they will probably work for 25 years or more during their lives, and that, therefore, they should prepare for an interesting long-term career which can be combined with marriage. This pamphlet has had excellent reception from people in the guidance fields.



Annual average of women in the Labour force Source/Labour Force Special Tables in thousands



Schools have ordered hundreds of copies for distribution to students.

Law and The Woman in Ontario, a 16-page booklet outlining the legal rights and responsibilities of married women in this province, was published early in 1967. Among areas covered are property rights, marriage and divorce, maintenance of children, and inheritance. Public response to the booklet, which costs 25 cents, indicates that it filled a definite need. Over 4,000 copies were sold in the first three months after publication.

Information

The public was kept well informed of the work and philosophy of the Bureau through generous newspaper, television and radio coverage. Bureau personnel were invited to speak throughout the province and addressed groups of teachers, secretaries, personnel managers, university women, business and professional women, union members, and high school girls.

Subjects covered included the role of the Women's Bureau, the history of working women in Ontario, labour legislation, special problems such as day care, sex discrimination, matters of taxation, and education and training opportunities for girls and women.

The specialized library established last year by the Women's Bureau has received considerable use by journalists, university personnel, and other individuals engaged in studies on the employment of women. Interest centred particularly around problems connected with the married woman worker.

Research

A study of maternity leave policies and practices in Ontario was completed, and it is hoped that next year the findings will be published in a form useful to employers.

Research was also carried out with regard to discrimination in employment on the basis of sex. As well as a literature search, this included interviews with informed people, co-operation with the Ontario Human Rights Commission, and a study of collective agreements to determine

the extent of discriminatory clauses. It was discovered that classifying jobs as 'male' or 'female' was a greater obstacle to equality than separate wage scales. Communication is maintained with the Women's Bureau in the United States regarding the effectiveness of American legislation which prohibits discrimination in employment on the basis of sex.

Canadian National Exhibition

The Bureau again, in 1966, established a booth at the Canadian National Exhibition where vocational counselling was made available to girls and women. The booth was staffed by experienced high school teachers and members of the Women's Bureau. Approximately 8,000 individuals received occupational and training information. Of these, two-thirds were under age 25.

Reflecting the youthful bias of the sample, it was found that professional and 'glamour' occupations were most popular. The occupations most frequently discussed were school teacher, nurse, social worker, stewardess, interior decorator, receptionist and secretary.

Jobs often preferred by the mature woman with little work experience or training were receptionist, personnel work, public relations, and various office occupations such as the operation of business machines, typing, and general office clerk.

Day care for children of working mothers

At the present time nearly one out of every three workers in Ontario is a woman and 60 percent of these are married. Most working mothers work out of financial necessity, not choice and therefore many are forced to settle for less than satisfactory care for their children. The Women's Bureau, recognizing this as a major problem, actively promoted the establishment of more municipal day care centres.

During the past year the Bureau participated in an Interdepartmental Committee, composed of five departments of the government, which was established to study extent of need

for day care facilities and to recommend steps which might speed their expansion. The Women's Bureau has worked closely with the Day Nursery Branch of the Department of Family and Social Services to keep up to date on developments in the field and encourage groups who were considering the establishment of day care facilities.

Citizen groups from all over the Province receive statistical information from the Bureau regarding the need for more public day care centres. In preparing articles on the subject of day care, journalists have used the Bureau's library and interviewed its staff. A reprint of an article *Working Women and Day Care*, which appeared in an issue of the Department of Labour publication *Task*, has been distributed widely to individuals and groups concerned with improving the day care situation.

Education and training

Other aspects of the Bureau's work have relevance primarily to the mature woman who has raised her family and now desires to return to work. To assist this group the Women's Bureau urged educational institutions to make available short-term vocational courses at hours suitable for mature women. Since many of these women have a good general education but lack marketable skills, close liaison has been established with the new Colleges of Applied Arts and Technology, which seem to have the required flexibility to adapt to the needs of the mature student.

Career consultant centre

The Women's Bureau completed plans for a pilot counselling project in the Toronto area early in 1967 for mature women who wish to return to work. Trained counsellors will assess their interests, family situation, educational and employment backgrounds and recommend a suitable course for them to follow. The centre was not planned as a job placement service but as a discussion place to help women in search of a second career.

Summary

The primary function of the Women's Bureau is to facilitate the coming together of employment opportunities and job seeking women. The Bureau helps women prepare themselves for fruitful careers by encouraging both the development and the use of vocational training and by keeping women informed of expanding areas of employment. A continuing function of the Bureau is to interpret trends in the work life of women as a basis for decisions on legislation.

The Public Relations and Information Branch continued to expand and develop its services during the year, creating an increased awareness among the public of the programs and activities of the Department. The branch expanded the new features it instituted last year, and added advertising and translation services to its program.

Included in the branch's activities are a bi-monthly magazine, an exhibition and display program, press relations and query desk services, an advertising and promotion program and interpreting and translation services.

The new interpreting and translation service now provides assistance to several Department branches, and enables Department literature to be prepared in several languages.

The magazine *Task* increased its annual publication to five issues a year, with a per-issue circulation of 26,000. It discusses, in depth, matters of importance and interest closely connected with the activities and programs of the Department. Mailing list for the publication includes employers, trade unions, members of the Government and the general public. The magazine won an award of merit in the Graphica '67 display.

The press relations section prepared news releases and articles on the Department's activities, and was involved in conferences, and news media interviews during the year.

The advertising section conducted a program for On-the-Job Training, and the response from industry and prospective Apprenticeship and Short Term Training candidates increased greatly during the fiscal year.

Among its programs last year were continuing campaigns for advertising directed to employers and potential trainees in all Ontario daily and weekly newspapers, car cards in 18 major centres, the foreign language press and selected business publications and labour journals.

A Women's Bureau promotion program was developed to create greater public awareness of the new Career Consultant Centre, the new law

handbook and other services of the bureau. The program included advertising, press releases and radio and television interviews.

The publication division won an Award of Excellence from the Canadian Public Relations Society and an Award of Merit in Graphica '67 for a series of pamphlets on Industrial Training. It produced the following booklets and brochures during the year:

Steps to Opportunity, a pamphlet on Industrial Training, directed to the potential Apprentice;

Industrial Training in Ontario, a booklet directed to the employer;

Apprenticeship Trade Descriptions Handbook for use of guidance teachers.

Plans were made during the year to illustrate the functions of the Department through coloured slides and accompanying speaker's material.

In the exhibitions and display section, the branch staged 41 displays at major exhibitions, county and local fall fairs and trade fairs during the year. Displays were shown at the Canadian National Exhibition, the Lakehead Exhibition, the Central Canada Exhibition and the Western Fair. The branch promoted Apprenticeship and Short Term Training programs at 11 vocational guidance and careers expositions, and took part in the permanent Ontario Government display at Niagara Falls.

The Athletics Commissioner under the direction and control of the Minister of Labour assists in the administration of the Athletics Control Act and the regulations made under the Act. In its administrative principles this legislation provides for the supervision of all amateur and professional boxing and wrestling contests and exhibitions in Ontario.

An important part of the work of the Athletics Commissioner is the issuance of licences to boxers and wrestlers and to other persons concerned with boxing and wrestling contests and exhibitions, and to assist, promote and encourage organized amateur sports and sport associations.

During the fiscal year 1966-67, a total of 846 boxing and wrestling licences were issued bringing a revenue of \$8,191.00. Tax receipts from professional boxing and wrestling events amounted to \$9,207.48.

New equipment was donated to some 1,100 associations sponsoring such minor amateur sport as baseball, softball, basketball, broomball, field hockey, football, hockey, lacrosse, soccer, track & field events, tennis, boxing and wrestling. Approximately 60,000 athletes were connected with these associations. This form of assistance to and encouragement of minor amateur sport represented an expenditure of \$79,745.37.

Donations amounting to \$4,184.69 in the form of crests, medals, trophies and plaques were made to individuals and teams winning Ontario Championships. Printed material such as rules and regulations on sports, instructional pamphlets and score cards, are provided free of charge.

Assistance in the form of grants during the year amounted to \$25,600.00. A grant of \$400.00 was made to the Thunder Bay Branch of the Amateur Athletic Union. The Central Ontario Branch received a grant of \$500.00 and the South-Western Branch received two grants of \$500.00 each. These are annual grants to assist in the operating expenses of their branches. The South-Western Branch did not receive a grant the previous year.

Other grants were as follows:

\$600.00 to the Ontario Amateur Wrestling Federation to assist them in participating in three major American meets; \$12,500.00 to the British Empire & Commonwealth Games Association of Canada to help defray expenses of the Canadian team competing at the British Empire and Commonwealth Games held at Kingston, Jamaica; \$500.00 to the East York Argos Football Club to assist in defraying expenses involved in their trip to the Canadian Championship in Winnipeg, Manitoba; \$750.00 to the Leamington & District Minor Hockey Association to assist in defraying expenses involved in sending the Leamington Pee Wee and Bantam hockey teams to Mexico to participate in a good will hockey tournament; \$500.00 to the Weston Dodgers Pee Wee Hockey Team towards the expenses of their trip to Mexico to participate in a good will hockey tournament; \$1,000.00 to the Canadian Amateur Swimming Association (Ontario Section) to assist their overall swimming program in Ontario; \$5,000.00 to the Canadian Amateur Ski Association's National Ski Team Fund as Ontario's contribution towards the furtherance of amateur skiing in Canada; \$500.00 to the Hamilton Canusa Games Committee to assist in defraying expenses involved in staging the Tenth Annual Games in Hamilton; \$750.00 to the Fort Erie Auto Supply Senior Ladies' Softball Team to assist in the expenses of their trip to Winnipeg to represent Canada at the Pan American Games; \$250.00 to the 91st Highlanders Athletic Association to assist in the promotion of their indoor track meet; \$600.00 to the St. Catharines Rowing Club to assist in the purchase of oars and oar locks for their clubs; \$750.00 to the Ontario Badminton Association to assist in operating expenses of their 1966-67 program.

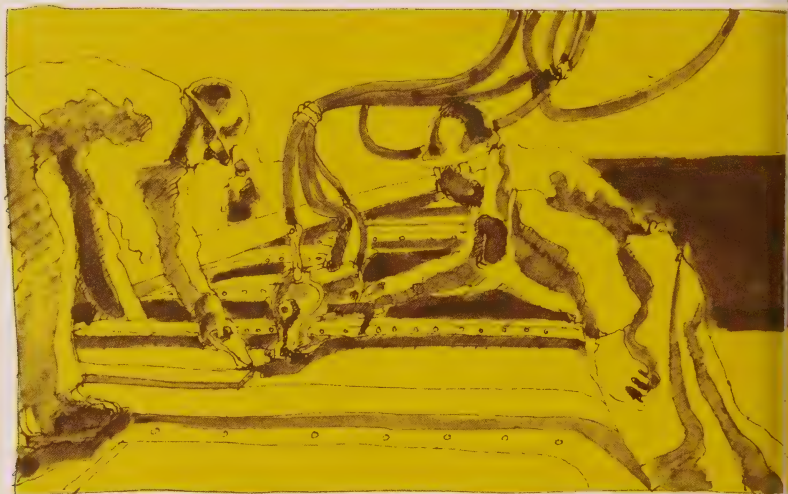


Safety and Technical Services Division

Director

C.G. Gibson

The Safety and Technical Services Division directs four main types of activities in the development and administration of safety legislation; the study of hazards and their control; approval of designs; licensing of installations; and the field enforcement of statutes and regulations. The Division acts as a co-ordinating head for the activities of five branches: Industrial Safety, Construction Safety; Elevator Inspection; Board of Examiners of Operating Engineers; and Boiler Inspection.



The main function of the Industrial Safety Branch is to enforce The Industrial Safety Act, 1964, General Regulation 196/64, Foundries Regulation 197/64 and Grain Elevators Regulation 225/65.

Under the Act and Regulations, the onus to protect persons from injury and damage to health in industrial establishments rests with the employer.

The owners of these establishments are required to provide services such as lighting, heating and means of egress which are, as a rule, permanent fixtures to the building.

To assist employers and owners in complying with the requirements, the Branch employs a staff of 123.

Drawing approval

Under Section 16 of the Act, all drawings of factories and certain commercial establishments must be approved by an engineer of the Department. During plan approval, structural soundness, process hazards and other requirements are checked.

The engineers approved 3,648 drawings of buildings having a total estimated value of \$475,636,500. The revenue from drawing approval fees was \$405,401. All totals denote record figures.

The Engineer's Assistants Services are engaged in expediting plan approval as well as visiting sites during construction to ensure that approval requirements are incorporated into the building.

Inspections

After buildings are erected and occupied, Industrial Safety Officers inspect them annually or oftener to ensure that employers are complying with requirements of the Act and Regulations. During the year 62,225 inspections were made by Officers who issued 50,850 directions.

Inspections and written directions to employers to correct unsafe conditions are combined with a consultative approach that uses printed guidelines to supplement the enforcement programme. The printed guideline is used by inspectors to approach management and indicate what

must be done to eliminate an unsafe condition. The printed guideline is used during the demonstration and a copy is forwarded to the employer for his information.

Tagging and prosecutions

The Branch has found that an effective device with which to draw management's attention to unguarded machinery is to take the machine out of production. Form 2 or "Tags" are used to identify and lock-out the machinery until all requirements are complied with. The Officer of the Branch is the only person who has the power to remove this tag. During the year, 222 unsafe machines were tagged out of operation.

Litigation procedures are used when the Officer is confronted with refusal to comply with the requirements.

Thirteen convictions under the Act and Regulations were obtained out of the 29 prosecutions recommended by the Branch.

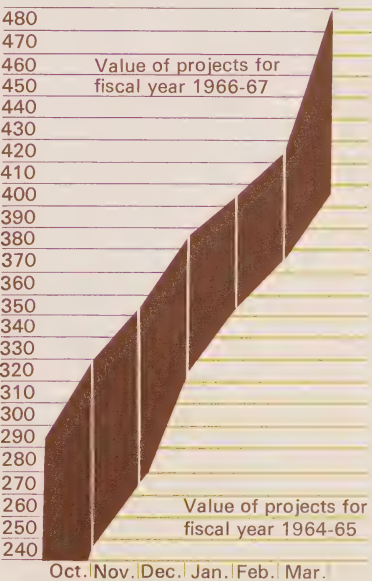
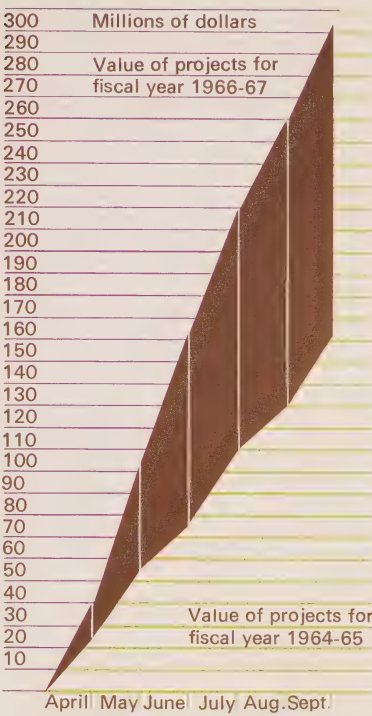
Complaints

When unsafe conditions are referred to the Branch, these are investigated as complaints. In this year the procedure by which unions notify the Branch of alleged violations was changed and the effectiveness of the new procedure was demonstrated by a reduction in frivolous items formerly brought to the Branch's attention. During the year 368 alleged violations were upheld and a further 254 that lacked substance were not, making a total of 622 complaints that were received and examined.

Accidents

Under Section 48 of the General Regulation, all accidents causing injury to persons, whereby they are prevented from earning full wages for more than two calendar days, must be reported to the Chief Inspector of the Branch by the employer.

A total of 29,478 accidents, both fatal and non-fatal, were reported to Head Office. These involved 3,783 females and 25,648 males who were injured in industrial establishments. There were fatal injuries to 47 males



The Acts and Regulations concerning safety aspects of work in the construction industry, including safe procedures for trench excavation, underground work and work in compressed air, are administered by the Construction Safety Branch.

The Trench Excavators' Protection Act

More than 1,000 municipal trench inspectors appointed by Ontario's 935 local municipalities conduct the enforcement of The Trench Excavators' Protection Act. Provincial inspectors instruct, advise and assist the trench inspectors in their duties, and the senior municipal trench inspector prepares an annual report for the council of his municipality. This reports length of trenches excavated, and other relevant data. An effective picture of the scope of the Act was obtained from the 760 reports received last year, as these covered most of Ontario's municipalities with municipal sewers and watermains.

No trenching fatalities occurred during the fiscal year. The 1,089 municipally appointed inspectors issued 1,040 stop-work orders and 2,341 orders-to-comply during the period. Constructors reported 26,664 trenches which exceeded 100 feet in length for a combined total of 8,667,260 linear feet, or approximately 1,640 miles of trenching. Under The Trench Excavators' Protection Act, 52 charges were laid and 35 convictions obtained for a total of \$9,968.00 in fines.

The Construction Safety Act

The inspections and enforcement of the requirements of The Construction Safety Act are conducted by 253 inspectors appointed by specified municipalities. Mandatory appointments are required to be made in 114 municipalities which are comprised of:

- 38 Counties
- 33 Cities
- 6 Separated towns
- 1 Separated township
- 3 Local municipalities over 50,000 population
- 12 Area municipalities of metropolitan Toronto



21 Local municipalities over 5,000 population in territorial districts.

During the year, 118,837 inspections were carried out under The Construction Safety Act. Number of information laid was 337. There were a total of 159 convictions, yielding \$40,594.00 in fines collected.

Under the Act, 4,501 stop-work orders were issued, and orders-to-comply issued totalled 22,128.

Number of fatalities occurring on projects under the Act was 72.

Ontario Regulation 100/63 (Underground Work) made under Section 10 of The Department of Labour Act is enforced by four inspectors of caissons (See Table). No fatalities occurred during the calendar year 1966 on construction projects under this Regulation. Last year, 15 projects were carried on under compressed air (See Table).

Branch personnel consisted of one professional engineer and Chief Officer, one Construction Safety Engineer, 12 Construction Safety Officers and four inspectors of caissons. Construction Safety Officers are located in Hamilton, Kitchener, London, Kingston, Ottawa, Port Arthur and Sudbury, and five officers operate from the Toronto office.

The Elevator Inspection Branch conducts frequent and complete inspections of elevators, lifts, ski tows, ski lifts and construction hoists under the authority of The Elevators and Lifts Act and The Construction Hoists Act.

The Branch is also responsible for licensing the operation of such machinery, investigating equipment failures or accidents arising from their use, and examining and approving drawings and specifications for new installations or proposed alterations to existing installations.

Contractors

During the year there were 91 registrations of contractors, 12 of which were first registrations.

Inspections

A total of 21,719 inspections were carried out during the year, an increase of 172 per cent over the previous year and a new high for the Branch. There were 8,118 safety tests witnessed, 294 of which resulted in functional failure on initial tests.

There were 39,743 directions issued during the year for improvement and licensing: 18,057 of these dealt with freight elevators and 17,562 with passenger elevators.

Shut downs were ordered in 576 cases and the devices remained shut down until unsafe conditions were remedied. There were 276 installations dismantled, of which 182 were freight and 31 were passenger elevators.

During the year under review inspections of construction hoists declined from 1,178 to 1,107, a decrease which is attributed to less construction activity.

Owners of elevating devices reported 616 accidents during the fiscal year involving 681 persons. Of the 548 injured, 388 were riding escalators and injuries were, in most cases, attributed to passenger carelessness. There was one fatal accident on a passenger elevator. Construction hoist accidents resulted in seven persons being injured, one of them fatally.

Prosecutions

Six charges were laid during the fiscal year, which resulted in convictions. These included two charges for operating an unlicensed elevating device and one for installing a new elevator without submitting drawings for approval; one for putting an elevator into use without having it inspected; and two for operating an elevating device in an unsafe condition. Two charges were laid under The Construction Hoists Act for operating a hoist in an unsafe condition. A total of \$550 in fines was levied by the courts.

Drawings

A total of 902 drawings and specifications was approved: 825 concerned new installations and 77 involved major alterations. Forty-two drawings for Workmen's Hoists were also approved.

Licences

A total of 8,127 initial, duplicate and renewal licences were issued during the year covering all types of elevating devices. There were 4,293 licences issued for passenger and 2,694 issued for freight elevators. This decrease of 891 licences issued from the previous year of 9,018 was due to changes in legislation effecting the expiry date of the 1965 licences.

Licences for construction hoists totalled 279, a decrease of 72 from the previous year total of 391. This was due to fewer hoists being in operation during the year under review.

Certificate of Competency

Thirty-six certificates were issued to inspectors and engineers of the Branch. Due to the change in legislation, no Certificates were issued after January 1, 1966 to persons other than Department inspectors.

Revenue

Revenue under The Elevators and Lifts Act was \$216,164.82, an increase of 8.5 per cent over the previous year.

Under The Construction Hoists Act revenue was \$14,286.50, an increase of 2.4 per cent over the previous year.

Branch Inspectors made 84,679 inspections having to do with The Boilers and Pressure Vessels Act, 1962-63.

New design approvals for boilers, pressure vessels, fittings and plants numbered 2,823, while new procedures for welding presented and approved totalled 464.

During the year, officers of the Branch carried out 9,676 tests of welding operators with a decided improvement in the failure rate. Certificates of Competency were awarded to 14 persons following examination who were destined for service with recognized insurance companies; a further 14 reciprocal Certificates were issued to persons who qualified under the Regulations; six Certificates were issued to Inspectors employed by the Department. In accord with the Regulations made under the Act, 219 Certificates were renewed.

To provide the requisite inspection service for all of Ontario, Boiler Inspectors operate from 21 centres located at strategic areas. The concentration and needs of industry in these areas are constantly under review in order that adequate staffing of these centres is maintained.

Revenue for the Branch reached \$350,576.70 compared to the previous year's figure of \$345,683.74.

In the fiscal year 1966-67, officers of the Branch were called upon to investigate and report upon 23 accidents or explosions resulting in two fatalities and six injuries. Some of the accidents investigated were of a nature that did not come within the scope of The Boilers and Pressure Vessels Act, 1962-63. In each case, however, suitable recommendations were made and action taken to correct any irregularities or violations discovered by investigation on many occasions in co-operation with other safety officers.

During the year 16 boilers and 51 pressure vessels were condemned and retired from service.

This year saw the entry of the Boiler Inspection Branch into the field of Electronic Data Processing which will lead to computer record keeping.



The Board of Examiners of Operating Engineers ensures the competent and qualified operation of such equipment as stationary engines, compressors and turbines, boilers, hot water units and hoisting equipment.

The Board and its staff of operating engineers must approve applicants for certification of qualification as operating engineers or operators. Seven inspectors are responsible for administering and enforcing The Operating Engineers Act, the registration of steam, refrigeration and compressor plants and for the inspection of premises where a plant is being installed or operated.

The Board is appointed by the Lieutenant-Governor in Council under The Operating Engineers Act. At March 31, 1967, the Board was composed of four members, one of whom is designated as Chairman, and all are officers of the Department and full-time civil servants.

Registration of Plants

Certificates of Registration
Expecting an early proclamation of The Operating Engineers Act and Regulations 1965, which are the 1960 Act and Regulations as amended, the present registration system was thoroughly examined. The new Act does not permit equipment in new plants to be split and registered as several small plants. Plants so registered under the 1960 Act will, however, be kept on record for identification purposes.

New statistics as of March 31, 1967, shows a total of 4,330 registered plants. This consists of 2,931 plants under the jurisdiction of the Act and 1,399 sub-plants. A total of 149 plants within the jurisdiction of the Act and an additional 110 sub-plants were removed from registration due to demolition, steam purchasing or those otherwise inoperative.

Plant registration certificates issued in the fiscal year 1966-67 numbered 210 for new plants, and 469 were issued for sub-plants, reregistrations and duplicates.

Examinations and results

The number of applicants for certi-

icates of qualification as operating engineers or operators examined by the Board during the year totalled 2,835. Of this total, 343 (thirteen per cent) failed to pass the requisite examination.

Of the 2,835 applicants before the Board for examination, 73 per cent were examined in the city of Toronto and 27 per cent were examined in other centres in Ontario.

For not meeting the requirements of the Act and Regulations, 7.5 per cent of the applicants were found ineligible for examination. While a total of 2,952 examinations was written, this should not be confused with the actual number of candidates accepted for examination, since several candidates repeated the examination before obtaining a certificate of qualification.

In addition to the examinations conducted under The Operating Engineers Act, the Board examined the qualifications of 17 applicants for certificates of competency under The Boilers and Pressure Vessels Act.

The Department of Labour is represented by a Member of the Board on an examination committee for the Atomic Energy Control Board.

Certificates of qualification

The 1967 certificates of qualification were issued pursuant to The Operating Engineers Act, RSO 1960.

Total number of certificates issued in the fiscal year was 28,313. This represented 25,706 renewal certificates and 2,607 issued by examination, 943 fewer than the previous year.

Failure to remit the renewal fee for the five previous years resulted in the lapse of 956 certificates. These can only be reinstated after complying with the requirements of the Act.

Ten provisional certificates were issued during the fiscal year 1966-67.

General

The Operating Engineers Handbook was reprinted and distributed to individuals and organizations concerned with safe plant operation.

During the year 8,660 plants were visited by the Branch inspectors. A

total of 133 violations was reported, 142 have been corrected: while this number is greater than those reported, some violations pending from the previous fiscal year have since been corrected.

A number of interviews were arranged between the Chairman, Board Members and plant owners, consulting engineers, representatives of labour organizations and other interested parties. Assistance and advice were offered on such matters as staffing new plants with certificated engineers to comply with the requirements of the Act, alterations to plant equipment and layout, study and examination procedure and correcting infractions of The Operating Engineers Act.

The Chairman and, on occasions, the Board Members addressed several interested groups on such topics as the intent and application of the 1965 Operating Engineers Act, and examination procedures.

Board meetings were held at regular intervals to discuss and rule on problems connected with the Act.

The proclamation of The Operating Engineers Act, 1965 has been delayed pending completion of the Regulations.

One certificate was cancelled and three suspended by the Board; no prosecutions were laid against plant owners.

Twelve accidents related to operation of plants registered under The Operating Engineers Act were reported, of which four were fatal.

New revenue collected under The Operating Engineers Act for the fiscal year totalled \$175,736.71.

Labour-Management Relations

The maintenance and promotion of labour harmony throughout the province is the overall concern of the Labour Relations Board and the Conciliation Services branch. Both bodies operate under the Labour Relations Act, which establishes ground rules for collective bargaining between labour and management. The Board is primarily responsible for ruling on bargaining rights and unfair practices issues. Conciliation Services assists in actual bargaining upon the request of either or both parties when they are unable to reach agreement.



Ontario Labour Relations Board

Chairman

G.W. Reed, QC

The Ontario Labour Relations Board administers a large part of the Labour Relations Act, of which the following are major areas of its jurisdiction: certification of trade unions as collective bargaining agents for employees, termination of bargaining rights, declarations of unlawful strikes or lockouts, investigation of complaints of unfair practices in employment, permission to prosecute for alleged violation of provisions of the Act, and from September 1967, the adjudication of jurisdictional disputes.

The Board is composed of a chairman, five vice-chairmen, one of whom is designated as alternate chairman, five employer representatives and five employee representatives, all appointed by the Lieutenant Governor in Council. Under the Act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division.

Summary of operation in fiscal year 1966-67

In the fiscal year 1966-67, the Board received a total of 1,326 applications and complaints of all types, compared with 1,400 in 1965-66. The number of cases it disposed of dropped to 1,319 from 1,434 in 1965-66. At March 31, 1967, the Board had 146 cases pending at various stages of processing, as against 139 at the end of the previous fiscal year.

The Board held 955 hearings and continuation of hearings during 1966-67, compared to 1,130 in 1965-66.

Certification of Bargaining Agents

During 1966-67 the Board received 945 certification applications, about five per cent less than in 1965-66. This did not, however, lessen the Board's workload in the complex area of bargaining unit determination and the representation phase of certification proceedings. As in previous years, affiliates of the Canadian Labour Congress filed the largest number of certifications, producing 770, or 81 per cent, of the total received. International and national trade unions unaffiliated with the Congress filed 157, and independent

local trade unions contributed the remaining 18 certifications.

With a carry-over of 100 cases from the previous fiscal year, the Board dealt with a total of 1,045 certification applications during 1966-67. Of this total 948 were disposed of—709 being granted, 155 dismissed and 84 withdrawn—and 97 were pending at March 31, 1967.

One hundred and twenty of the 948 applications disposed of were closed on the results of representation elections. In the 122 elections conducted, 10,080 employees were eligible to vote, and 9,815, or 97 per cent of them cast their ballots.

Of the total certification applications disposed of, the proportion granted increased to 75 per cent from 74 per cent in 1965-66. Small bargaining units continued to predominate, with more than half of the 709 certified applications involving 15 or fewer employees. The total number of employees affected in these 709 applications was about 25,800.

Termination of Bargaining Rights

Thirty-nine applications for termination of the bargaining rights of trade unions were received during the fiscal year. A carry-over of seven applications from the previous year brought the total number of termination cases dealt with to 46. Of these, 27 were granted, 13 dismissed and one was withdrawn. Five applications were undisposed of at the end of the year.

Status of successor trade union or successor employer

The Board dealt with 14 applications for declarations concerning the status of successor trade unions. Affirmative declarations were issued in 11 cases, one was dismissed and one withdrawn. One case was undisposed of at the end of the year.

Seven applications for declarations concerning the status of successor employers were also received, with one carried over from the previous fiscal year. Of the total eight cases, affirmative declarations were issued in four, three were dismissed and one was undisposed of at March 31, 1967.

Strikes and lockouts

Thirty applications for declarations that strikes were unlawful were received in 1966-67. Of these, five were granted, two dismissed and 23 withdrawn.

One application for a declaration that a lockout was unlawful was also received. The case was withdrawn.

Consent to institute prosecution

Application for consent to institute prosecution decreased to 87 from 92 in the previous fiscal year. Of the 1966-67 cases, 36 were filed by employers against unions and individual employees for allegedly engaging in unlawful strikes, 46 were filed by trade unions and employees against employers for various alleged violations of provisions of the Act, and five were filed by employees against a trade union.

With two applications carried over from the previous year, the Board dealt with a total of 89 prosecution applications. Of the total, 17 were granted, 15 dismissed and 54 withdrawn. Five cases were undisposed of at March 31, 1967.

Complaints of unfair practices in employment

In the fiscal year under review, the Board received 144 complaints of unfair practices in employment, compared to 144 in 1965-66. The majority of these complaints were filed by trade unions charging that employees had been discharged for trade union activity. A carry-over of 18 cases from 1965-66 brought the total dealt with to 162. Of these, 134 were disposed of and 28 were pending at the end of the year.

Of 106 closed cases alleging unlawful discharge for trade union activity, 66 were settled in discussions with Board field officers. One was dismissed by the screening panel, one was withdrawn before the field officer was appointed, eight were withdrawn after having been listed for hearing by the screening panel and 30 were heard and disposed of. Of the 30 cases heard by the Board, relief was granted in 15 cases, ten were dismissed, one was withdrawn

at the hearing and four were withdrawn after the hearing.

Trusteeships

During the fiscal year six statements of local unions under trusteeship were filed with the Board in accordance with the provisions of Section 60 of the Act. With four cases carried over from the previous year, the Board had a total of 10 statements of active trusteeships. All trusteeships were still in effect at March 31, 1967.

Miscellaneous applications and complaints

Two applications were received under section 33 (2) of the Act, seeking the addition of a "no strike or no lockout provision" to collective agreements. The provision was added by the Board in both cases.

Two applications were filed under section 34 (3), requesting modification of the arbitration provision of a collective agreement. Both applications were withdrawn.

Eighteen applications were received under section 39(3), seeking early termination of collective agreements. The Board consented to early termination of the agreements concerned in 18 cases, one application was dismissed and two were undisposed of at the end of the year.

The Board dealt with two complaints by trade union members concerning the failure of their union to furnish them with an audited financial statement of the union's affairs. One case was withdrawn and one was undisposed of at the end of the year.

During the year, amendments were made to the Act which transferred authority to deal with complaints of jurisdictional disputes from jurisdictional disputes commissions to the Board, effective September 1, 1966. Between April 1 and August 31 1966, the Board received three such complaints and transmitted them to jurisdictional disputes commissions, as was then required by the Act.

From the date of transfer to March 31, 1967, the Board received three complaints, two of which sought an interim order of work assignment under section 66(2) and a cease and

desist direction under section 66(3), as amended. Of the three complaints, one was granted, one was dismissed and one was withdrawn. Both requests for an interim order and a cease and desist direction were withdrawn.

An application under section 66(6) before it was amended, seeking review by the Board of the interim order of a jurisdictional disputes commission, which was carried over from the previous fiscal year, was dismissed.

In 1966-67, the Board dealt with 26 applications under section 79(2), seeking decisions on whether persons were employees under the Act. Of these, which included eight carried over from 1965-66, decisions were issued clarifying the matter in 12 cases, seven applications were withdrawn and seven were undisposed of at the end of the year.

Fifteen cases were referred to the Board by the Minister of Labour under section 79a. Two cases were carried over from 1965-66, making a total of 17 references dealt with in 1966-67. All 17 cases were disposed of by March 31, 1967.



Conciliation Services Branch

Director
W.H. Dickie

Since 1944, legislation in Ontario has provided for conciliation services to help trade unions and employers resolve differences which arise when parties are negotiating or re-negotiating a collective agreement. Conciliation services must be completed before a lawful strike or lockout can take place.

In the past two years and in the face of changing social and economic conditions, settlements in labour disputes have been more difficult to achieve. Union and management bargainers have been confronted with increasingly complex issues. Collective bargaining contract negotiations have been characterized in many instances by a new militancy by unions and tougher bargaining by employers.

The Conciliation Services have undergone extensive administrative changes to make the service a more forceful instrument to represent the public interest in industrial disputes in Ontario's changed industrial relations environment of the late 1960's. Basically the changes place a prime responsibility on the parties to meet and bargain on outstanding issues, whilst making the parties aware that the Branch is interested in the negotiations and available to help the parties at any time.

Labour Relations Act *Applications for Conciliation Services are:*

a) Conciliation officer
Conciliation officers dealt with 1,274 collective agreement disputes during the year, including a carry-over of 203 from the preceding year, all of which involved 1,533 employers and 202,448 employees. The officers were successful in helping to bring about agreements in 618 disputes involving 766 employers and 65,090 employees. An additional 176 disputes were referred to conciliation boards for disposition, while 300 disputes were not recommended for conciliation boards. Ten other disputes lapsed and one dispute was referred to a mediator. The remaining 169 had not been disposed of at the end of the fiscal year.

Compared with the previous fiscal year, the percentage of disputes settled by conciliation officers rose, the number of conciliation boards fell drastically and the number of disputes not referred to boards increased. Emphasis was placed on the parties to bargain. Failure to do so would, in many instances, bring the parties face to face with possible strike or lockout. The role of the conciliation officer in negotiation was thus strengthened and officers played a more forceful role in settlement of applications made under the Act than in previous years.

b) Conciliation boards

There were conciliation boards in process in 262 disputes, including a carry-over of 86 from the previous year, all of which involved 333 employers and 98,045 employees. Agreement was reached in 79 disputes involving 33,066 employees. In 23 disputes covering 3,272 employees the parties settled before a formal report was made. Settlement was not reached in 139 disputes involving 54,026 employees, and 21 boards were outstanding on March 31, 1967.

There was much greater selectivity in establishing conciliation boards in 1966-67. In the early 1960's most of the disputes which were not settled by officers went to conciliation boards. Sometimes this tended only to delay ultimate settlement without facilitating the conclusion of negotiations. In 1962 the Labour Relations Act was amended to allow conciliation boards in the construction industry only at the request of both parties. The current policy of restricting conciliation boards to situations where they can be effective is designed to ensure that bargaining takes place and to make more effective the role of the third party, be it a conciliation officer appointed under the Act or an officer or other department official who intervenes at a later date at the request of the parties.

Special assignments

Conciliation Services do not by any means lose interest in a dispute when

formal conciliation services terminate. Contact is maintained with the parties until they reach settlement. At this stage a strike or lockout can lawfully take place and, except in rare instances, neither of the parties want to be engaged in work stoppage. The bargaining takes place against a backdrop of possible industrial action and the conciliation services play an active role in it. In many disputes one of the parties, or both, will informally contact an officer or official and ask for opinion, advice, or help on a specific matter. In some disputes the parties will request that a conciliation officer be assigned to help to resolve the matters in contention. In other disputes the Director of Conciliation Services will recommend to the parties that indications are that the parties should resume discussions under the auspices of the Branch. If the dispute results in a strike or lockout, and there are indications that this will be of long duration, or will inconvenience a section of the public, Conciliation Service always interposes itself in the dispute.

The quantitative measurement of special activities of Conciliation Services is likely to understate the role of the service. In at least 38 disputes, post-conciliation agreement was reached with the help of conciliation officers. These disputes involved 10,924 employees. In addition the service directly helped in the resolution of 43 strikes involving 14,186 employees.

Administrative Services Division

Director
M.K. Dibble

Personnel Branch
Senior Personnel Officer
N.E. Mayne

Because of the rapid expansion of Departmental activities and the increasing variety and volume of services required to administer to the needs of the Department, the Administrative Services Division was introduced. The role of the Division is to provide coordination of the accounts, personnel, and office services functions. A description of these functions is provided.

At the inception of the original Labour Bureau in 1900, Personnel functions were carried out by a Secretary to the Bureau of Labour and later from the Deputy Minister's Office when the Department of Labour was evolved.

In 1955 a Personnel entity emerged from the Deputy Minister's Office. An Administrative Assistant handled the Personnel functions for the Department, was responsible for selection, placement, and appointment of staff and matters relating to classification and salaries of staff. Other responsibilities entailed the organization of permanent departmental records on staff as well as acting as liaison officer with the Civil Service Commission and processing all official forms.

Since that time, Personnel has expanded from a one person enterprise to a unit consisting of thirteen people. In November, 1964, the Personnel function became a recognized Branch. This Branch consisted of four basic units—job classification, recruitment, staff training and development, and clerical services.

Job classification 1966-67

A continuing heavy work-load was experienced in this area as several major reorganizations continued with the further extension of the divisional development of the Department. Manpower Services Division was established co-ordinating the Labour Standards Branch, Industrial Training, Information, Women's Bureau, and the Office of the Athletics Commissioner. The Office of the Director of Administrative Services was established co-ordinating Personnel, Accounts and the new Office Services Branch. The Systems and ADP Branch came into existence.

Program for 1967-68

With the completion of most of the programs inaugurated by the Department, the consolidation, updating and validating of the new administrative areas will be of foremost consideration. To attain this end, greater emphasis will be placed on training key personnel in the Branches to prepare realistic Job Descriptions. Job Ana-

lysts will be trained in the systems field to ensure that the organization reflects the proper functional structure of jobs.

Training 1966-67

The Training Officer position was established in April of 1966, and emphasis during the ensuing period was placed on counselling and guiding departmental employees into courses provided by Universities and the Department of Civil Service in Supervisory, Mid-Management and Senior Management areas. A new Government policy on Employee Behavioural Problems was announced, and the Department was encouraged to take steps to inaugurate a new program by the appointment of an Employee Counsellor. During this period approximately 40 people attended upgrading courses of various kinds.

New program for 1967-68

Continual emphasis will be placed on upgrading of all Management Employees. The Employee Orientation Program is nearing completion, and will be put into effect. Shortly, greater opportunities for promotion of Departmental Employees to senior levels, through the medium of formal training, will be provided. An educational program will be established to assist Supervisors in coping with problem employees.

Recruitment 1966-67

Continued difficulties were experienced in securing qualified departmental personnel, particularly in the clerical and professional fields. During this period the complement of the Department was increased by 131 to meet the growth and expansion of departmental responsibilities.

Recruitment 1967-68

Recruitment difficulties will continue. Additionally, a number of temporary employees will be required to handle the extra work-load caused by the introduction of Automatic Data Processing Programs.

Operating statistics No. of total staff

1949 March 31	201
1954	266
1955	289
1956	297
1957	319
1958	335
1959	347
1960	300
1961	302
1962	316
1963	441
1964	520
1965	594
1966	745
1967	876

Exclusive of casual staff 1966-67

Appointments	214
Separations	90
Staff Increases	124
Separations	90
44 men	
46 women	
Reasons	
Retirement	4
Dismissal	22
Voluntary Separation	61
Transfer	2
Death	1
	90

Dismissal-Major reasons

Inefficient Performance	10
Unauthorized Absence	8
Voluntary Separations—Major Reasons	
Better paid positions	18
Moving away	8

Turnover 12.8 per cent.

The Accounts Branch is responsible for allocating and disbursing expenditure, recording cash receipts, preparing the monthly financial statements of Income and Expenditure and the submission of the Annual Public Accounts Statement.

Other duties include: preparing the Annual Estimates, administering the Departmental Budget, recording expenditures made under the Ontario Joint Training Programme, and claiming appropriate refunds from the Federal Government.

Currently operating under a decentralized accounting system this branch will, commencing in the 1967-68 fiscal year, and in coordination with the introduction of Data Processing, assume those accounting functions now performed by the various Operational Branches.



A third Branch came into being in 1965 under the restrictive title of the Administrative Planning Section. Because the rapid growth of the Department of Labour required concurrent growth in support services, many new responsibilities and duties were added to this Branch to meet these increased service demands. Accordingly, re-organization in February, 1967 resulted in the emergence of the more aptly titled Office Services Branch.

The Branch acts as a co-ordinating head for the activities of nine sections: Purchasing, Inventory Control, Supply, Printing, Mail, Accommodation, Distribution and Transportation Services and the District Offices.

Ontario Human Rights Commission

Director

Dr. D.G. Hill

The Ontario Human Rights Code, which came into effect in June, 1962, is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. Designed to give basic protection to all from discrimination in employment, housing, public accommodation and publication, the Code is specifically committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, colour, nationality, ancestry or place of origin. In this, the legislation is in harmony with the United Nations Universal Declaration of Human Rights.

The Ontario Human Rights Commission is responsible for the administration of the Code and for furthering its objectives by means of education, research and conciliation. The Commission consists of a chairman, and five other members. The permanent administrative staff is composed of a director and six human rights officers. The Commission also operates two regional offices, one to serve the Windsor-Chatham area and the other, based in Port Arthur to serve Northern Ontario.

Deputations are received from organizations and individuals interested in questions of human rights. All complaints of infractions of the Code are dealt with through investigation, conciliation, boards of inquiry, and, if necessary, prosecution.

The prescribed duties of human rights officers are indicative of the methods promoted by the Commission. As conciliators, they investigate formal complaints of discrimination and use persuasion to bring about compliance with the Code. On occasion, they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour and welfare groups in planning such activities as conferences and seminars, delivering speeches, and taking part in private and public discussions in order to overcome prejudice and discrimination.

Conciliation

The number of formal cases investigated by the Commission during the fiscal year, 1966-67, totalled 336, an increase of 100 per cent over the 1965-66 figure.

An additional 92 informal complaints of discrimination involving situations not covered by present legislation were handled, bringing the total number of investigations to 428. The figure for the previous fiscal year was 229.

Fair employment

Discrimination in employment is forbidden under the Ontario Human Rights Code in such practices as hiring, discharging or promotion within a company of five or more employees. Trade unions are similarly prohibited from discrimination with regard to membership. It is illegal to seek information about an applicant as to his racial, religious or national origin on employment application forms or by oral inquiries. The Code also prohibits advertising which indicates discrimination.

The Commission processed 173 formal complaints in employment, 62 of which dealt with discriminatory application forms or inquiries and five with discriminatory advertising. Most businesses continued to co-operate in correcting their forms as well as giving the Commission assurances of future compliance with the Code. Of the 106 other cases, in which the complainants charged that they were refused employment or otherwise discriminated against, 30 were settled, 60 dismissed and 16 were carried over to the next fiscal year. A Board of Inquiry was appointed to conduct a public hearing into one case which involved the allegation of a union member that he was being discriminated against by officials of his local because of his citizenship.

Age Discrimination Act

Twenty-five of these cases handled in the area of employment fall within the jurisdiction of the Commission under the recently introduced Age Discrimination Act, 1966. In eight of these cases the employer changed his

practices to comply with the statute, while 10 cases were carried over into the next year.

Fair remuneration

Eighty-nine additional complaints were received from female employees pertaining to Section 5 of the Code which entitles employed women a rate of pay equal to that of men performing the same work in the same establishment.

Four of these complaints were heard before a Board of Inquiry; 11 were dismissed and the remainder were carried over into the next year.

Fair accommodations

Fifteen complaints were investigated under this section of the Code which prohibits discrimination in places to which the public is customarily admitted for services, accommodations or facilities. The complaints involved hotel beverage rooms, restaurants, a gym health establishment, a swimming pool, summer cottages, a cigar store and a coffee shop. Ten cases were conciliated and five were continued into the next fiscal year. Prosecution was initiated against the proprietor of summer cottages with reference to two of these cases. This step was undertaken on the recommendation of a Board of Inquiry following a public hearing.

Equal rights in housing

Forty-nine complaints were received in which the complainants charged that they had been denied occupancy of apartments or discriminated against in term or condition of occupancy because of their race, creed or colour. Twenty cases were settled when the owners offered accommodation to the complainants, 23 cases were dismissed and six cases were carried over into the next fiscal year.

Notices and signs

Eight cases of discriminatory notices or signs were brought to the attention of the Commission. Seven of these cases were settled through conciliation and one was dismissed.



Miscellaneous and referrals

The Commission also handled 1,082 miscellaneous complaints during the fiscal year, more than double the number handled in this category the previous year. These cases represent difficulties in areas that could be broadly interpreted as being of a human rights nature but which do not come within the direct purview of the Code. Complainants in such cases have been referred to the proper government (federal, provincial or municipal) office or to community, welfare or mental health agencies.

Complaint groups

The majority of the complaints related to employment, housing and public accommodations were filed by Negroes (97), Jews (12) and East Indians (11).

Other groups represented among the complainants are recently arrived Europeans (10), French-Canadians (6), Canadian-Indians (4) and others (8).

Education

The education program of the Commission continued to expand throughout the year with increased activity in the regional offices, a greater distribution of pamphlets, numerous public appearances, meetings, displays and exhibits, and participation in conferences.

An important event of the year was an agreement—The Declaration of Fair Housing Practices—signed by the Commission and the Ontario Association of Real Estate Boards on June 20, 1966. The Association has member boards in 43 Ontario cities and nearly 9,000 members, representing more than 80 per cent of all those registered to sell real estate in the province. In the agreement, the Association pledged its co-operation and support of the Ontario Human Rights Code. As tangible evidence of good faith, three specific steps were endorsed on behalf of the Association's membership:

1. A statement of non-discrimination, stressing that housing matters should be dealt with without reference to such factors as race, creed, colour, ancestry or place of origin.

2. The acceptance of property listings from the public on an unrestricted basis and without reference to race, creed, colour, ancestry or place of origin.
 3. The encouragement of the use of the educational and conciliation services of the Ontario Human Rights Commission in order to promote full and equal housing opportunities for all members of the public.
- The Association distributed 500 copies of the Declaration to its members.

Communications

The *Age Discrimination Act* came into effect on July 1, 1966, and was published in both English and French. Copies of the legislation have been widely distributed throughout the province. Plans were also made to publish a special pamphlet about the Act and its implications for employers and for the community.

Two issues of the Commission's official bulletin, *Human Relations*, were distributed to a mailing list of over 100,000, and continued to receive good response from the public.

A newsletter, *Special Announcements*, was issued five times during the year and mailed to a selected mailing list. It contained reports of Commission activities between issues of *Human Relations* and included summaries of recent cases which the Commission had handled.

The Commission's staff carried out 107 speaking engagements in different towns and cities as well as 12 radio and television broadcasts throughout the year.

The program of displays and exhibits was also accelerated. The Commission participated in exhibits on 66 occasions, including the Canadian National, Central Canada and Lakehead Exhibitions and the Western Fair in London. As in the previous year, the Commission had its own exhibit at the Canadian National Exhibition. A number of conventions were also covered by the Commission, including those of the Ontario Hotel and Motel Association and the Personnel Association of Toronto, and the Essex County Restaurant Show and Culinary Exhibit in Windsor.



Almost 3,000 requests for information and literature were received from churches, schools, labour organizations, women's groups, social agencies, business firms and others, and approximately 180,000 pieces of literature were distributed in addition to the regular mailings of *Human Relations* and *Special Announcements*.

Two new films were purchased for the Commission's film library: 'Trumpet for the Combo,' and 'Because They are Different.'

Educational meetings were arranged with members of Hamilton's West Indian community, with West Indian students from the University of Toronto, York University and Ryerson Polytechnical Institute, and with African students in the Toronto area. The purpose of these meetings was to acquaint the groups involved with the work of the Commission and to hear about their experiences and difficulties in the areas of employment and housing in particular.

A special project was undertaken in the Italian community in Toronto. Several meetings were held with representatives of ASPI, an Italian youth organization (Assistenza Sociale Per gli Italiani—Social Help for Italians) attempting to help Italian immigrants become familiar with government and social agency services available to them. Several ideas were considered regarding ways in which the Commission could make itself and the Code familiar to the Italian community. As a result, the Director participated in a television interview on an Italian program. Plans were made to produce a card in Italian describing the Code which would be taken by ASPI members to the Italian churches for distribution to church members. It was also agreed to reproduce a poster in Italian for circulation to banks, public libraries and stores in predominantly Italian areas of Toronto. The Commission also arranged for a representative of the Labour Standards Branch of the Department to meet with ASPI members to discuss the legislation administered by that branch and to answer questions regarding problems encountered by Italian workers. As a

further result of the discussions with ASPI, the Italo-Canadian Youth Club undertook to distribute the Commission's Italian literature to their members.

Special meetings were held with representatives of Canada Manpower Centres to consider ways of co-operating with the Commission and kits of literature were mailed to 134 Canada Manpower Centres throughout Ontario.

A special teachers' workshop was held in Kirkland Lake in which films were shown, a display set up and literature distributed. The event received considerable press attention in that area. It marked the beginning of the Commission's active educational program in northern Ontario.

The Northern Regional Office began its program early in the fiscal year and considerable time was devoted to field trips and consultations with local community agencies and organizations, Indian leaders and reserve communities. Approximately 30 public appearances were made among the communities and Indian reservations of northwestern Ontario during the fiscal year.

The Windsor-Chatham Regional Office of the Commission submitted a report to the Commission on the successful integration of Negro employees at the Bob-Lo Island Amusement Park. The park is situated on an island at the mouth of the Detroit River near Amherstburg. Through the efforts of the Mayor's Committee of Amherstburg, several job opportunities were opened up for Negro young people from the Amherstburg area.

The Commission continued to meet and confer with community leaders in different centres of the province and to participate in conferences relating to human rights. These included the Sixth Annual Conference on Intergroup Relations sponsored by the Ontario Welfare Council, a Seminar on Human Rights held by the Toronto Branch of the United Nations Association, conferences of the Indian-Eskimo Association of Canada in Winnipeg and Fort William, and the conference of the Provisional Committee for International Year for

Human Rights held in Montreal. In addition, the Director attended the International Labour Organization Conference on Employment Discrimination held in Geneva, Switzerland, and delivered a paper on Human Rights Legislation in Ontario at the conference on 'Racial Equality in Employment,' organized by the National Committee for Commonwealth Immigrants and held in London, England. Later, the Chairman of the Race Relations Board of the United Kingdom, Mr. Mark Bonham Carter, visited Toronto in order to study the administration of the Ontario Commission.

The Commission sponsored the First Interprovincial Conference of Human Rights Administrators which was held in Toronto in May, 1966. The conference was called for the purpose of bringing together governmental administrators of human rights legislation from other Canadian provinces and from the federal government to discuss their legislation and share experiences in administering it. Six provinces and the federal government were represented.

The Commission also played an active role at the International Conference of Commissions for Human Rights held in Estes Park, Colorado, in early summer. The Commission was asked especially to take part in discussions concerning Canadian and American Indians.

The 1967 Conference of Commissions for Human Rights will be held in Toronto with the Ontario Commission acting as host and considerable planning for this event was carried out during the fiscal year. The purpose of the conference is to enable commissioners and administrators of human rights agencies with enforceable legislation on the municipal, provincial and state, and federal levels to come together to discuss matters of mutual concern in relation to human rights. Several hundred delegates who will attend, represent some 32 provincial and state human rights commissions, and include representatives of federal human rights agencies. Representatives from Great Britain will also be present.

Ontario Labour Safety Council

Executive Director
D.F. Jones

The Labour Safety Council of Ontario was first established in 1962 as a direct result of the Royal Commission on Industrial Safety. The members are chosen by the Minister of Labour and appointed by Order-in-Council. While members' services are voluntary, they are compensated for travelling expenses incurred.

The Council's report on accident prevention and Safety Education in Ontario (January 1965) was followed by a broadening of scope, permanent staff and an increased membership (from seven to 15).

The Council is concentrating its efforts on methods to improve Ontario's safety program. Projects underway include a study of the underlying causes of accidents by the University of Toronto. The first stage of this study is nearing completion. A second study to develop more realistic accident statistics has been undertaken by the University of Waterloo and preliminary recommendations are being tested in co-operation with specific agencies of the Department of Labour, the Workmen's Compensation Board and Accident Prevention Associations. The final report is expected to be available in early 1968.

The complexity of Ontario's existing safety administration and the many physical, social, psychological, medical and engineering variables that bear on the problem of accident prevention indicate that concrete proposals for improvement will not be promulgated quickly. However, definite progress is being made.



Safety conferences

Minister's safety conferences held at Port Arthur and Kingston were attended by management, labour, government and educational experts in all fields of safety. These conferences brought forth many worthwhile ideas for study by the Council as well as fostering improved liaison between the many organizations involved in safety in Ontario.

Reports

A booklet giving a résumé of *Government Safety Authorities Having Jurisdiction in Ontario* has been published to assist persons in knowing which agencies have legal control over safety in their premises or type of work. A second booklet is being prepared which will explain the services and publications available from the many agencies offering such services to the citizens of Ontario.

Research Branch

Director
J.R. Kinley

During this second year of operation the Research Branch was deeply involved in a wide range of the Department's activities. This was demonstrated by a growing volume and change in the character of its services to the operating branches. These developments helped to define the Research Branch's responsibility more precisely at the same time as the staff was strengthened and accommodation expanded.

Progress was made toward establishing a research program that foresees and analyses rather than responds to the needs of the Department, but the process is not complete. Consistent with this plan, the character of the work changed significantly from mainly providing information on request to more extensive studies on which policy decisions and program evaluation were based. This was a logical development, associated with the many and expanded activities the Department has undertaken in recent years.

Despite the concentration on major research projects, the day-to-day needs of the Department remained a heavy charge against the working time of the Branch's staff. This activity involves analysis of administrative practices and events pertaining to labour and development of statistics for both public and Departmental use. In the latter case, particular progress has been made to meet the requirements of those working on labour relations problems.

The Branch's services to the public also increased during the year. These were provided to management, unions, students, and others doing research. The activity, particularly related to the Branch's library facilities, has grown to be an extensive one as experience and greater research resources have been acquired.

Work done

The work of the Research Branch is most easily understood when described in relation to the Department's major activities. Therefore, the remaining paragraphs are organized around areas of research

responsibility—that is, labour relations, training, safety, and labour standards. Almost all of the work done can be classified under one of these, whether it was carried out by the Branch's staff or on contract. However, the Branch's work and the contract studies are discussed separately and only major new projects are specifically mentioned.

Labour Relations

The people working in the general area of labour relations probably had the most varied work-load during the year. Projects ranged from preparation of major reports to maintaining a variety of continuing activities. The latter include conducting highly specific research for the Labour Relations Board, and meeting promptly its needs for information during hearings, and at other times. In addition, the Conciliation Services of the Department frequently require this type of assistance.

The major project undertaken in this area during the year was a study of industrial conflict in Ontario between 1958 and 1965 for the Royal Commission Inquiry into Labour Disputes. The study formed a large section of the two volumes *Report of a study on the Labour Injunction in Ontario*, and required the time of two-thirds of the Branch's staff for two and a half months. The purpose of the study was to provide background information to the Commission and those appearing before it and to enable them to see the injunction problem in perspective.

The Collective Agreements Library became fully operational with approximately 6,000 current collective agreements on file at the end of the year. In addition to extensive reference use internally, the facility has been available and widely used by other branches of government, unions, employers and students. The Library provided the primary source of information for several research projects, some of which will be published in the next fiscal year.

Manpower and Training

The expansion of the Department's

industrial training activities created a need for information that would serve in evaluating existing programs and planning future ones. The Research Branch produced two major studies which provided a basis for assessing and analyzing the Department's training activities.

A cost-benefit analysis of short-term on-the-job training was conducted involving detailed case studies of training programs in mining, aircraft manufacturing, garment, and iron foundry interests. The purpose of the study was to examine the effectiveness of short-term training and to provide criteria which could be used in improving the administration of the programs. In the light of the findings, as well as experience of the first twelve months of operation, a number of significant changes were implemented in order to make short-term training programs more productive and to ensure that trainees are equipped with saleable skills.

With respect to the latter, it is necessary to select training skills in view of long-run requirements. A first step in the process of projecting these long-run needs was provided by a Branch study entitled *Occupational Trends in Ontario, 1931-1961* which will be published early in the next fiscal year. Based on Census data, the study explores in detail changes in the occupational composition of Ontario's labour force over the thirty-year period. The data provide the groundwork for examining occupational changes and are therefore essential to establishing policies and programs related to the Department's training activities. In addition, the information has already been used by other branches of government in their work on manpower problems.

Among other activities, assistance was given to the Industrial Training Branch in a number of matters including the development of trade regulations. A contribution was made to the skill acceleration studies sponsored by the Ontario Economic Council and the Director of the Branch participated in the committee co-ordinating training programs of the Departments of Education and Labour.

Safety

Information needs of those engaged in the Department's safety activities resulted in the Branch's initial exposure into this area. Assistance was provided in appraising and developing meaningful statistics which would provide additional knowledge concerning the cause and characteristics of industrial and construction accidents. At the request of the Labour Safety Council, a questionnaire was designed for the purpose of acquiring information on the attitudes of people towards safety.

Present plans call for an expansion of the Branch's safety research program. As needs become clearly defined, additional resources will be drawn into this region of responsibility.

Labour Standards and Working Conditions

One of the primary concerns of the Branch in the labour standards and working conditions area is to assess the legislated standards in Ontario pertaining to hours of work, vacation with pay, and minimum wages. As a result, an extensive evaluation of the impact of minimum wage and hours of work legislation was completed. The work included an analysis of the employment effects and payroll costs of these labour standards. The study was intended to provide supporting information for policy decisions.

In conjunction with this project, a survey of overtime practices prevailing in the Province was conducted with the actual field work carried out by officers of the Labour Standards Branch. Although not based on a scientifically designed sample, the information provided a guide to existing practices.

To improve the quality of studies, attention has been devoted to exploiting existing sources of information in connection with wages, hours, and other working conditions. The first steps involved the completion of a survey of wage data required by Ontario government departments and an investigation of the extent to which existing sources of wage information can be made more useful.

Since significant information can be obtained from the annual surveys of working conditions and wage and salary rates, the Branch co-operated with the Canada Department of Labour in their design, in obtaining responses from employers, and with respect to the wage survey, in supplying data relating to the construction industry in the Province.

University Projects

The Branch has continued to support university research projects. The subjects of these are influenced by the contribution that the studies will make in meeting internal information needs and in providing insight into areas where current information is generally lacking. The projects include such topics as the patterns of trade union organization in Ontario, the international union impact on Canadian collective bargaining and wages, occupational mobility of low-income workers, and the effects of shift work on family and community life in four Ontario centres.

Organization

The organization of the Branch is based on the four major areas of responsibility mentioned above. During the year, these areas have been strengthened by the addition of several qualified economists. However, a high degree of flexibility exists which allows staff members to be shifted from one research section to another for any particular project. The stenographic and clerical staff report to the office manager and service the research areas as required.

In order to function effectively, the research staff as well as other branches of the Department require easy access to a wide selection of source material and publications. The Departmental Library has been placed under the jurisdiction of the Research Branch and qualified personnel were added to improve the effectiveness of its operation. An improved system for cataloguing the large quantity of incoming material was also introduced.

Systems and ADP Branch

Director
W.H. Lehman

Systems and Automatic Data Processing

The extensive and rapidly expanding programs undertaken by the Department of Labour, and the subsequent increase in staff to meet these commitments, made it necessary some time ago to consider 'ways and means' of increasing the capability and efficiency of the Department to carry out its responsibilities in serving the public. To this end a feasibility study was conducted in 1965 in order to determine what areas might be advantageously converted to electronic data processing methods.

This study pointed out the advantages of proven ADP concepts which would allow the Department to attain a level of effectiveness in the administration of these programmes that would not be practical or feasible by using manual methods. Accordingly, funds were provided to establish a Systems & ADP Branch in July of 1966. Organization program planning and staffing commenced shortly thereafter.

The four main areas where the greatest potential benefits appeared to be initially in utilizing electronic data processing techniques were:

1. Field inspection and enforcement.
2. Management reporting and labour research.
3. Production of high volume outputs.
4. Accounts receivable and general revenue accounting.

An implementation schedule covering seven branches within the Department which would have the largest application in these areas was approved. The overall programme schedule to cover a four-year period of change over included: systems analysis and design, conversion of master file content of over 500,000 files from hard copy to punched cards and tape and the writing of ADP programmes to cover all applications within the branches selected.

Although the overall conversion period may be extended slightly, primarily because of personnel and equipment delays, staffing progressed to a point where there were twenty-four regular staff on April, 1967. In addition, six casual staff

were also employed for the edit and preparation of source documents during the conversion period. There will be a further build-up of regular staff over the next year until the final approved figure of 38 is attained.

Because of the volume of transactions envisaged, the Department of Labour alone would not justify more than a small computer application. Therefore, a medium to large scale computer installation has been approved for the Queen's Park complex, which will be 'time-shared' by four government departments, plus such other smaller users that may be accommodated.

The four major users will be:

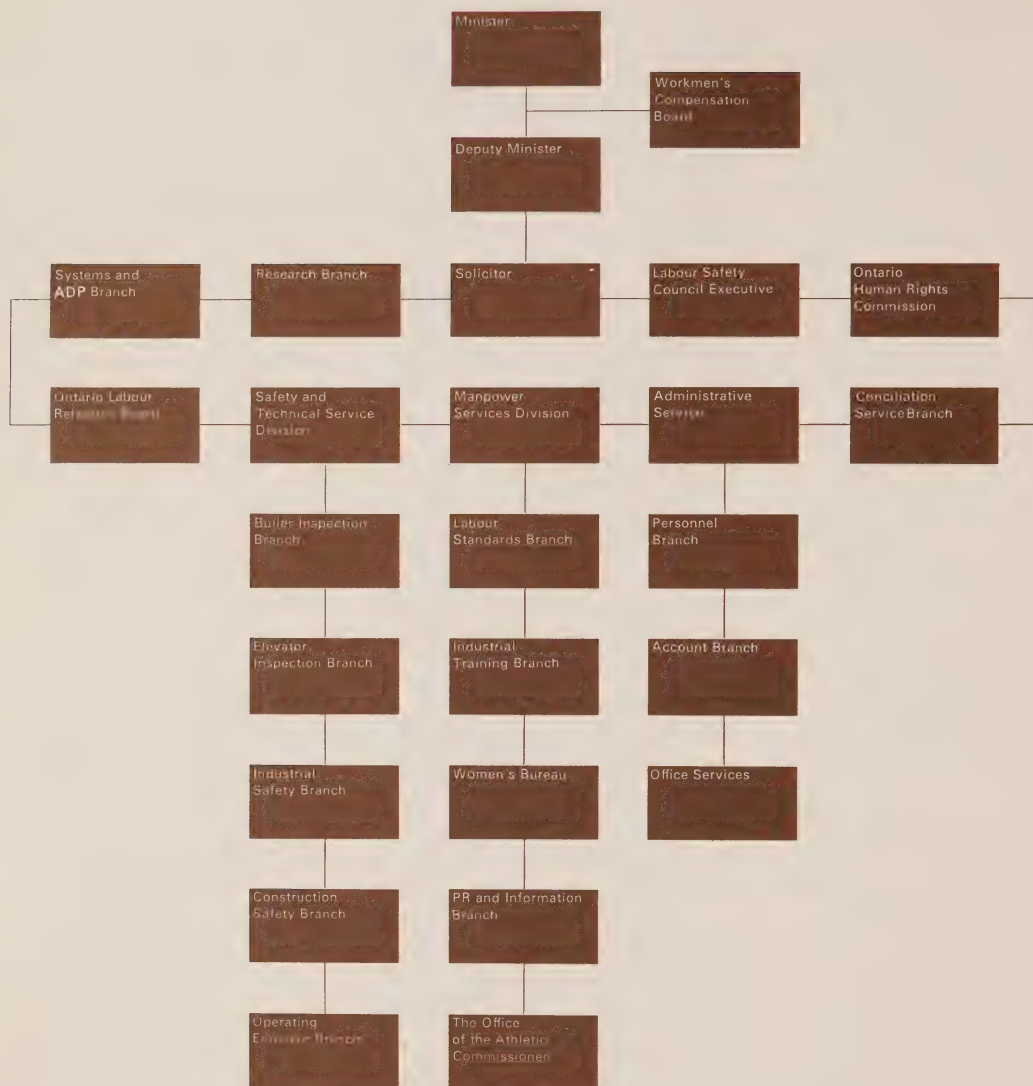
1. Department of Economics & Development
2. Department of Labour
3. Department of Lands & Forests
4. Department of Municipal Affairs

This central installation will be responsive to the major users' requirements and will provide a limited service to other small users. A User's Committee, which will consist of a chairman and representatives from the four departments will coordinate the time-sharing requirements through the data processing manager of the central computer complex.

By the end of the 1966-1967 fiscal year, the Department had completed systems design and analysis in the Boiler Inspection Branch and converted a major portion of the uninsured boilers and pressure vessels to punch card data. Programs covering this application were computer tested and debugged for run requirements by June, 1967.

Systems analysis and design commenced in the Elevator Inspection Branch in March 1967; and it is expected that the Accounts Receivable function for the Department as a whole will be the next area selected. Work should commence in the Industrial Training Branch by the latter part of 1967. The first operational application in the Boiler Inspection Branch should also be available by late 1967. Automation of many of the procedures within the Department of Labour should be instrumental in placing Ontario at the forefront of management of labour relations.

Organization Diagram



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Industrial Training Branch

Report of Director of Apprenticeship Training
for the year ended 31st March 1967

Branch		Total		Total	

Bricklayer	116	50	16	33	117
Mason	10	3		3	10
Carpenter	352	227	66	63	450
Painter and Decorator	80	17	14	41	42
Plasterer	46	5	2	21	28
Plumber	897	459	108	55	1,193
Steamfitter	314	219	28	30	475
Sheet Metal	662	357	46	48	925
Electricians	1,696	1,136	231	92	2,509
Refrigeration	112	87	16	12	171

Branch "a" Mechanic	4,065	1,810	957	585	4,333
Branch "b" Body Repairer	869	330	318	173	708
Branch "c" Electrical and Fuel Systems	39	23	16	5	41
Branch "e" Painting only	36	62	20	8	70
Barber	245	90	90	45	200
Hairdresser	940	577	349	261	907
Watchmaker	8	10	1	1	16
Cook (Chef)	126	133	3	47	209
Radio and Television		3			3

Total	12,400	7,240	3,240	1,240	12,400
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Part Technical Application (continued)

Branch		Total		Total		
Motor Mechanic	2,232	33,978	165	207	22	36,604
Hairdresser	2,391	18,513	92	203	70	21,270
Barber	726	7,211	8	43	15	8,004
Watch Repairer	23	825	16	3		1,409
Const. Main Elect.	790	8,021	16	16	7	14,424
Dom. and Rural Elect.	22	227	159	77	1	486
Refrigeration	80	357	570		1	1,008
Plumber	126	906	134	1	3	1,170
Sheet Metal	44	1,175	135	1	1	1,356
Steamfitter	9	226	35			270
Chef (Cook)		86	58			144

Total	12,400	7,240	3,240	1,240	12,400
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Summary Report of Examinations for Certificate of Qualification

Candidate Profile	Candidates who failed the exam			Candidates who passed the exam			Candidates who did not appear			Total Candidates		
	Number	Percentage	Ratio	Toronto Other	Toronto Other	Toronto Other	Toronto Other	Percentage	Ratio	Toronto Other	Toronto Other	Ratio
Motor Vehicle Repairer	2,098	2,080	4,178	Toronto -- 690 Other 764	Toronto -- 100 Other 100					Toronto -- 675 Other 753	Toronto -- 633 Other 463	
				1,454	200					1,428	1,096	
Electrician	944	1,191	2,135	Toronto -- 90 Other 137	Toronto -- 23 Other 58					Toronto -- 457 Other 374	Toronto -- 603 Other 393	
				227	81					831	996	
Plumber	133	131	264	Toronto -- 48 Other 51	Toronto -- 32 Other 47					Toronto -- 4 Other 2	Toronto -- 49 Other 31	
				99	79					6	80	
Sheet Metal	56	67	123	Toronto -- 25 Other 24	Toronto -- 31 Other 43							
				49	74							
Refrigeration	66	57	123	Toronto -- 11 Other 13	Toronto -- 4 Other 3					Toronto -- 42 Other 35	Toronto -- 9 Other 6	
				24	7					77	15	
Watch Repairer	57		57							23	34	
Hairdresser	1,391	1,366	2,757	Toronto -- 164 Other 184	Toronto -- 28 Other 27	Toronto -- 715 Other 765	Toronto -- 58 Other 81	Toronto -- 294 Other 115	Toronto -- 129 Other 197			
				348	55	1,480	139	409	326			
Barbers	596	233	829	Toronto -- 69 Other 4	Toronto -- 14 Other 3	Toronto -- 68 Other 38	Toronto -- 18 Other 29	Toronto -- 308 Other 146	Toronto -- 119 Other 13			
				73	17	106	47	454	132			
Total	5,246	5,173	10,419									

100

Registration of Apprentices in Trades without Regulations
from April 1st, 1966 to March 31st, 1967

Trade	January 1966	February	March	April	May	June	July	August	September	October	November	December	Total
Armature Winding and													
Motor Repair	23	101	2	29	2	41	31						
Pyrometrician	—	1	—	1	—	—	—						
Marble and Tile Setting	1	8	—	2	—	4	2						
Marine Steel Worker	—	2	—	1	—	1	—						
Diesel Service Mechanic	—	20	3	4	1	10	6						
Photo Engraving	—	7	—	4	—	1	2						
Woodworking	7	241	4	89	8	143	9						
Jeweller	—	7	1	4	—	2	1						
Ornamental Blacksmith	—	5	—	3	—	2	—						
Lather	38	339	5	69	23	215	55						
Glove Cutting	—	2	—	2	—	—	—						
Canvas Goods	—	2	—	—	—	2	—						
Compositor	—	3	—	—	—	3	—						
Automobile and Tractor													
Mechanic	—	2	—	—	—	1	1						
Pipefitter	28	106	—	20	10	39	47						
Glass Beveling	—	1	—	1	—	—	—						
Dressmaking	—	4	—	—	1	2	1						
Plant Sheet Metal	4	48	2	5	2	31	12						
Plant Plumber	1	26	—	2	—	23	1						
Plant Carpenter	—	12	—	1	1	10	1						
Plant Decorator and Painter	—	6	—	—	—	5	1						
Assistant Dyer (Hosiery)	—	2	—	2	—	—	—						
Journeyman Machine Adjustor	—	3	—	1	—	2	—						
Instrument and Toolmaker	8	59	2	4	2	44	11						
Refrigeration and Air Cond.	—	5	—	2	—	3	—						
Process Instrument Mechanic	5	50	—	7	5	34	9						
Sheet Metal Fabricator	1	9	—	—	—	6	3						
Elevator Mfg. Mechanic	—	1	—	1	—	—	—						
Metalsmith	—	1	—	1	—	—	—						
Electric Winding and Maintenance	4	26	—	2	—	15	9						
Pulp and Paper Mechanic	—	16	—	1	—	15	—						
Platwork	1	11	—	2	—	7	2						
Electric Arc Welder	—	1	—	1	—	—	—						
S. S. S. Drafting	21	229	5	38	3	164	27						
Ship Fitter	7	16	—	3	—	5	8						
Millwright	117	340	13	48	29	81	211						
Boilermaker	2	12	—	2	1	6	4						
Tool Designer	—	4	—	—	—	4	—						
Automatic Screw													
Machine Set-up	1	11	1	2	2	4	5						
Steelworker	—	3	—	2	—	1	—						
Roll Turner	—	23	1	4	—	15	4						
Instrument Repairman	21	95	1	12	5	44	39						
Plant Steamfitting	3	18	—	3	1	7	8						
Stokes and Smith													
Mechanic	—	1	—	—	—	1	—						
Elect. Apparatus Repair Electrician	5	22	1	5	—	11	6						
Blacksmith	1	6	—	—	—	3	3						
Steam Power House													
Mechanic	2	11	1	1	2	8	2						
Foundryman	1	3	—	1	—	1	1						
Plant Bricklaying	5	8	—	2	—	1	5						
Cabinet Making	20	63	2	19	3	18	26						
Plant Electrician	48	542	14	95	18	350	97						
Welding	43	140	4	22	9	50	68						
Pattern Making	10	77	5	19	11	37	21						
Machine Fitting	7	18	1	2	—	5	11						
Draftsman	6	40	1	14	4	15	11						
Printing	17	111	9	29	16	37	45						
Tool and Die Making	451	1,572	63	187	162	474	911						
Machinist	302	954	28	170	71	329	455						
Gas Fitting	—	3	—	—	—	3	—						
Stone Cutting	—	2	—	2	—	—	—						
Baker	33	38	4	4	—	—	34						
Ships Joiner	1	8	—	3	—	4	1						
Boat Building	9	17	2	4	—	1	12						
Moulding	3	39	1	18	4	16	5						

Continued

Furniture Finishing	1	3	—	1	—	1	1
Automotive Machinist	15	66	—	12	2	25	29
Painting and Decorating	—	1	—	—	—	1	—
Druggist	—	2	—	2	—	—	—
Sign Painting	1	8	—	4	1	2	2
Marine Motor Mechanic	—	3	—	3	—	—	—
Core Maker	—	8	1	2	—	6	—
Brass Finisher	—	4	—	3	—	1	—
Coppersmith	—	15	—	7	—	8	—
Cooks	—	184	19	—	31	51	46
Television	3	16	3	—	1	1	11
Heavy Duty Repairer	16	47	4	9	4	5	—
Electrician (Lineman)	—	3	—	1	1	1	—
Electrician (Shop)	1	11	—	—	1	5	6
Gunsmithing	—	2	—	—	1	1	1
Electrician (Wireman)	46	52	—	—	3	3	49
Lithographer	1	7	1	1	1	1	5
Power House Operator	2	16	—	6	1	4	6
Tool and Cutter Grinder	—	2	—	—	—	1	1
Upholstery	2	11	3	5	—	—	6
Toolmaker	26	50	5	6	3	4	40
Maintenance Mechanic	20	27	1	1	10	11	15
Butcher	2	4	1	1	—	—	3
Industrial Office							
Technician	1	9	3	4	—	—	5
Camera (Offset)	1	2	—	—	—	—	2
Stellite Worker	1	10	3	6	—	—	4
Farm Mechanic	12	16	1	1	1	1	14
Ornamental Plasterer	—	1	—	—	—	—	1
Machine Fabricator	—	2	—	—	—	2	—
Pipe Organ Builder	—	1	—	—	—	—	1
Dental Lab. Worker	1	2	—	—	—	—	2
Electrician (Splicer)	—	1	1	1	—	—	—
Electronic Technician	—	1	—	—	—	—	1
Glazier and Metal Mechanic	59	111	—	—	54	101	10
Electronic Instrument							
Mechanic	1	9	—	3	2	4	2
Instrument Fitter	—	2	—	—	—	—	—
Mechanical Fitter	2	13	—	1	—	6	6
Shoemaking	—	11	1	4	—	6	1
Iron Worker	26	40	—	5	1	6	29
Industrial Instrumentation	2	4	—	—	2	4	—
Production Methods							
and Administration	—	9	—	—	—	9	—
Stationary Engineering	—	1	—	—	—	1	—
Chair Frame Maker	—	1	—	1	—	—	—
Textile Hosiery Knitting							
Machine Adjustor	—	8	—	3	—	5	—
Oil Burner Mechanic	—	5	—	1	—	1	—
Tube Fitter	—	1	—	—	—	1	—
Metallurgical Technician	—	2	—	—	—	2	—
Sewing Machine Mechanic	—	1	—	—	—	1	—
Electro Plating	2	4	—	1	—	1	2
Structural Steel Mechanic	2	9	—	2	2	4	3
Rigger	5	8	1	2	—	1	5
Machine Tool Rebuilding	—	1	—	—	—	1	—
Electrical Technician	—	3	—	—	—	3	—
Auto Radiator Repair	1	2	—	—	—	1	1
Electronic Repairman	3	38	—	—	1	14	24
Foundry Lab Technician	—	1	—	1	—	—	—
Fur Cutter	—	1	—	—	—	—	—
Horticulture	—	3	—	—	—	1	2
Watchmaker	—	26	—	12	4	9	5
Plastic Technician	—	4	2	2	1	1	1
Small Engines Mechanic	1	1	—	—	—	—	1
Pharmaceutical	6	6	1	1	—	—	5
Photography	8	8	1	1	—	—	7
Precast Concrete							
Technician	4	4	—	—	—	—	4
Maintenance Mech.							
Plastics	1	1	—	—	—	—	1
Springmaker	2	2	—	—	—	—	2
Electronic Assembler	1	1	1	1	—	—	—
Optical Craftsman	4	4	—	—	—	—	4
Precast Concrete							
Design Dfts.	2	2	—	—	—	—	2
Machine Tool Fitter	1	1	—	—	—	—	1
Sail Making	2	2	—	—	—	—	2
Floral Designing	1	1	—	—	—	—	1
Shop Welder	3	3	—	—	—	—	3
Elect. Appliance Mfg.	2	2	—	—	—	—	2
Automotive Repairman	1	1	—	—	—	—	1

Trade Fees: Derived from Fees Year Ending March 31st, 1967

Category	Apprenticeship	Trades	Other Fees
Trade Fees: Derived from Fees Year Ending March 31st, 1967			
Motor Vehicle Repairer	\$226,498.00	\$1,034.00	\$225,464.00
Barber	50,423.25	195.00	50,228.25
Hairdresser	144,341.23	582.15	143,759.08
Electrician	118,722.75	2,237.75	116,485.00
Plumber	12,501.25	205.00	12,296.25
Refrigeration	6,137.25	92.00	6,045.25
Sheet Metal Worker	10,847.25	25.00	10,822.25
Watch Repairer	7,943.00	77.50	7,865.50
Other Trades	6,215.75	345.00	5,870.75
Trade Fees: Derived from Fees Year Ending March 31st, 1967			
Barber	100.00	—	100.00
Hairdresser	700.00	—	700.00

Student Fees			
Barber	760.00	—	760.00
Hairdresser	7,420.00	—	7,420.00
Apprenticeship Registration	34,246.00	275.00	33,971.00

Trade Fees	Apprenticeship	Trades	Other Fees
Trade Fees	Apprenticeship	Trades	Other Fees
Trade Fees	Apprenticeship	Trades	Other Fees

Report of Comparative Apprentice Registrations in Trades Year Ending September 30, 1967

Year	Apprenticeship	Trades	Other Fees	Other Fees
1958	2,089	992	562	5,776
1959	2,064	979	519	6,137
1960	2,280	910	497	6,800
1961	2,261	1,295	561	6,949
1962	2,332	1,442	730	6,923
1963	2,682	1,469	825	7,207
1964	3,241	1,316	738	8,309
1965	4,243	1,543	950	9,813
1966	4,174	1,565	1,662	10,613
1967	5,598	2,281	1,523	12,407

Trade Fees	Apprenticeship	Trades	Other Fees
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Licences Issued to Private Trade Schools During the Year Ending September 30, 1966

Trade	Apprenticeship	Trades	Other Fees
Barber	—	4	3
Hairdresser	4	19	23

Trade Fees	Apprenticeship	Trades	Other Fees
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Office of the Athletic Commissioner

Office of the Athletic Commissioner

Statement of Revenue for Year Ending March 31st, 1967

Taxes		\$ 8,946.07	
Licences			
Professional Wrestling Licence Class 1	(2) @ \$500.	1,000.00	
Professional Wrestling Licence Class 2	(447) @ 5.	2,235.00	
To take part in exhibitions	(225) @ 5.	1,125.00	
To referee exhibitions	(14) @ 10.	140.00	
To referee exhibitions	(7) @ 25.	175.00	
			\$13,621.07

Taxes		261.41	
Licences			
Professional Boxing Licence Class 1	(6) @ 500.	3,000.00	
Professional Boxing Licence Class 2	(1) @ 5.	5.00	
To take part in contests & exhibitions	(42) @ 5.	210.00	
To referee contests & exhibitions	(15) @ 2.	30.00	
To act as a second at contests & exhibitions	(22) @ 2.	44.00	
			3,550.41

Licence to hold contests or exhibitions	(39) @ 5.	195.00	
Licence to referee contests or exhibitions	(20) @ 1.	20.00	
			215.00

Licence to hold contests or exhibitions	(6) @ 2.	12.00	12.00
Fines			100.00
			\$17,498.48

Security Deposits			
Security Deposits on hand as at Apr. 1, 1966		Cash \$ 5,400.00	
		Bonds 2,900.00	
			\$ 8,300.00
Deposits received for fiscal year			
Apr. 1/66-Mar. 31/67	Cash \$ 4,250.00		
	Bonds 600.00		
		4,850.00	
Less: Deposits refunded for			
fiscal year Apr. 1/66-Mar. 31/67	Cash 750.00		
	Bonds 1,300.00		
		2,050.00	
		2,800.00	2,800.00
			Cash \$ 8,900.00

Balance on hand as at March 31, 1967

Licences Issued 1966-67

Licences Issued		Number of Licences
Professional Wrestling		
Professional Wrestling Licences, Class 1		2
Professional Wrestling Licences, Class 2		447
To take part in exhibitions		225
To referee exhibitions		21
Professional Boxing		
Professional Boxing Licences, Class 1		6
Professional Boxing Licences, Class 2		1
To take part in contests and exhibitions		42
To referee contests and exhibitions		15
To act as a second at contests and exhibitions		22
Professional Wrestling		
For holding contests or exhibitions		39
To referee contests and exhibitions		20
Professional Wrestling		
For holding contests or exhibitions		6

Revenue Received for Licences Issued 1966-67

Type of Licence		Amount
Professional Wrestling		
Professional Wrestling Licences, Class 1		1,000.00
Professional Wrestling Licences, Class 2		2,235.00
To take part in exhibitions		1,125.00
To referee exhibitions		*315.00
Professional Boxing		
Professional Boxing Licences, Class 1		3,000.00
Professional Boxing Licences, Class 2		5.00
To take part in contests and exhibitions		210.00
To referee contests and exhibitions		30.00
To act as a second at contests and exhibitions		44.00
Professional Wrestling		
For holding contests or exhibitions		195.00
To referee contests and exhibitions		20.00
Professional Wrestling		
For holding contests or exhibitions		12.00
		\$8,191.00

* 14 licences @ \$10 each, 7 licences @ \$25 each.

Assistance to Amateur Sports 1966-67

Total		\$75,704.00
Assistance to Amateur Sports		\$4,000.00
Totals		
Amateur Athletic Union, South-Western Branch	500.00	
Amateur Athletic Union, South-Western Branch	500.00	
Amateur Athletic Union, Thunder Bay Branch	400.00	
Amateur Athletic Union, Central Ontario Branch	500.00	
Ontario Amateur Wrestling Federation	600.00	
British Empire & Commonwealth Games Association	12,500.00	
East York Argos Football Club	500.00	
Leamington & District Minor Hockey Association	750.00	
Weston Dodgers Pee Wee Hockey Team	500.00	
Canadian Amateur Swimming Association (Ontario Section)	1,000.00	
Canadian Amateur Ski Association	5,000.00	
Hamilton Canusa Games Committee	500.00	
Fort Erie Auto Supply Sr. Ladies Softball Team	750.00	
91st Highlanders Athletic Association	250.00	
St. Catharines Rowing Club	600.00	
Ontario Badminton Association	750.00	
		25,600.00

Industrial Safety Branch

Report of number of inspections by industry for the fiscal year ending March 31st, 1967

Industry	Inspections (1)
Manufacturing	14,260
Food and beverages	3,846
Tobacco products	42
Rubber products	340
Leather products	424
Textile products (except clothing)	751
Knitting mills	220
Clothing	842
Wood products	1,684
Furniture and fixtures	1,019
Paper and allied industries	643
Printing, publishing and allied industries	1,510
Primary metal	758
Metal fabricating (except mach. and trans. equip.)	4,025
Machinery (except electrical machinery)	1,140
Transportation equipment	1,140
Electrical products	1,367
Non-metallic mineral products	991
Petroleum and coal products	391
Chemical and chemical products	1,099
Miscellaneous manufacturing	1,827
Miscellaneous manufacturing incidental to other industries	148
Transportation	1,466
Communication	1,266
Storage	1,000
Transportation	1,000
Storage (including grain elevators)	388
Communication	146
Wholesale and Retail Trade	25,089
Wholesale trade	6,005
Retail trade	19,084
Services	6,569
Education and related service	34
Health and welfare service	261
Religious organizations	
Recreation service	232
Business service	227
Personal service	6,569
Miscellaneous service	873
Other	1,466
Total	62,275

(1) Inspections made with respect to the enforcement of the Acts and Regulations administered by The Department of Labour.

Prosecutions for the Fiscal Year ending March 31st, 1967

Firm Name	Date of Prosecution	Violation	Amount or Type
J. Mathieu Lumber Ltd. Sapawé	April 12th, 1966	Sec. 29 (3) of the O/Reg. 196/64	\$150.00
El-Mech Manufacturing Ltd. Welland	April 13th, 1966	Sec. 28 (1) of the O/Reg. 196/64	Dismissed
Meteor Building Supplies Ltd. Scarborough	April 21st, 1966	Sec. 13 (3) of the O/Reg. 196/64	\$200.00
Medland Enterprises Ltd. Toronto	May 10th, 1966	Sec. 28 (1) of the O/Reg. 196/64	\$500.00
Benedict-Proctor Mfg. Co. Ltd. Trenton	May 9th, 1966	Sec. 28 (1) of the O/Reg. 196/64	\$100.00
Benedict-Proctor Mfg. Co. Ltd. Trenton	May 9th, 1966	Sec. 48 (1) of the O/Reg. 196/64	Withdrawn
George Rusich Hamilton	May 18th, 1966	Sec. 16 (1) of The I.S. Act, 1964	\$ 50.00
Steel City Sheet Metal Co. Ltd. Hamilton	May 18th, 1966	Sec. 16 (1) of The I.S. Act, 1964	\$100.00
Banner Metal Products, Div. of D. & L. Metal Ltd. Windsor	June 14th, 1966	Sec. 28 (1) of the O/Reg. 196/64	Dismissed
Delman Manufacturing Ltd. Hamilton	June 21st, 1966	Sec. 28 (1) of the O/Reg. 196/64	Dismissed
Lasalle Body Shop Cobden	June 16th, 1966	Sec. 16 (1) of The I.S. Act, 1964	Withdrawn
Hawkins Auto Repair Cobden	June 16th, 1966	Sec. 16 (1) of The I.S. Act, 1964	Withdrawn
Canadian General Electric Co., Ltd. Scarborough	July 14th, 1966	Sec. 33 (c) of the O/Reg. 196/64	Withdrawn
Brooklin I.G.A. Market Brooklin	July 12th, 1966	Sec. 40 (f) of the O/Reg. 196/64	Withdrawn
Brooklin I.G.A. Market Brooklin	July 12th, 1966	Sec. 11 (1) of The I.S. Act, 1964	Withdrawn
J. McKechnie Tool & Stampings Ltd. Toronto	August 10th, 1966	Sec. 28 (1) (b) of the O/Reg. 196/64	Withdrawn
Canadian Cannors Ltd. Simcoe	August 15th, 1966	Sec. 29 (2) of the O/Reg. 196/64	\$250.00
R. K. Tool & Plastics Ltd. Scarborough	Sept. 8th, 1966	Sec. 28 (1) of the O/Reg. 196/64	\$ 25.00
H. Imbleau & Son Ltd. Renfrew	Sept. 12th, 1966	Sec. 38 of the O/Reg. 197/64	Withdrawn
Port Weller Dry Docks Ltd. St. Catharines	Sept. 1st, 1966	Sec. 33 (c) of the O/Reg. 196/64	Dismissed
Hanford Lumber Ltd. Rexdale	Oct. 13th, 1966	Sec. 19 (1) of The I.S. Act, 1964	\$200.00
Arcan Eastern Ltd. Hamilton	Oct. 25th, 1966	Sec. 28 (1) of the O/Reg. 196/64	\$250.00
Tank Truck Transport Ltd. Point Edward	Nov. 24th, 1966	Sec. 12 (2) of the O/Reg. 196/64	\$250.00
El-Mech Manufacturing Ltd. Welland	December, 1966	Sec. 28 (1) of the O/Reg. 196/64	Appeal Case Rejected
Welland Chemical of Canada Ltd. Port Colborne	Jan. 12th, 1967	Sec. 14 of the O/Reg. 196/64	Withdrawn
Welland Chemical of Canada Ltd. Port Colborne	Jan. 12th, 1967	Sec. 20 (c) of the O/Reg. 196/64	Withdrawn
Welland Chemical of Canada Ltd. Port Colborne	Jan. 12th, 1967	Sec. 40 (c) of the O/Reg. 196/64	Withdrawn
General Motors of Canada Ltd. Oshawa	Feb. 8th, 1967	Sec. 28 (1) of the O/Reg. 196/64	\$200.00
Marathon Corp. of Canada Ltd. Marathon	March 13th, 1967	Sec. 14 of the O/Reg. 196/64	\$250.00

Total

Summary

- 6 - Charges were made under The Industrial Safety Act, 1964
- 22 - Charges were made under the Ontario Regulations 196/64
- 1 - Charge was made under the Ontario Regulations 197/64

- 1 - Appeal Case was rejected
- 4 - Cases were dismissed
- 11 - Cases were withdrawn
- 13 - Convictions under the following:

Section 12 - 1	
13 - 1	
14 - 1	
16 - 2	
19 - 1	
28 - 5	
29 - 2	
—	
Total	13
—	

Fines of \$2,525.00 were levied by the courts in these cases.

Income from Employment in Industry for the Fiscal Year ending March 31st, 1967

Industry	1966	1967	1968
Manufacturing	811,458	309,668	1,121,126
Food and beverage	76,894	47,090	123,984
Tobacco products	3,864	2,680	6,544
Rubber products	19,623	4,547	24,170
Leather products	13,514	12,156	25,670
Textile products (except clothing)	24,358	20,188	44,546
Knitting mills	3,282	11,283	14,565
Clothing	8,216	22,845	31,061
Wood products	25,681	4,575	30,256
Furniture and fixtures	21,837	5,505	27,342
Paper and allied industries	61,504	12,012	73,516
Printing, publishing and allied industries	32,467	15,703	48,170
Primary metal	57,128	4,343	61,471
Metal fabricating (except machy. & trans. equipt.)	86,588	18,184	104,772
Machinery (except electrical machinery)	52,611	8,807	61,418
Transportation equipment	105,618	19,571	125,189
Electrical products	112,292	53,736	166,028
Non-metallic mineral products	26,272	4,625	30,897
Petroleum and coal products	5,786	761	6,547
Chemical and chemical products	38,313	14,837	53,150
Miscellaneous manufacturing	35,005	25,930	60,935
Miscellaneous mfg. incidental to other ind.	605	290	895

1966 1967 1968

Transportation	19,932	1,794	21,726
Storage (including grain elevators)	6,518	541	7,059
Communication	3,221	2,730	5,951

1966 1967 1968

Wholesale trade	47,211	15,759	62,970
Retail trade	98,762	73,366	172,128

1966 1967 1968

Education and related service	283	114	397
Health and welfare service	1,636	2,679	4,315
Religious organizations			
Recreation service	911	458	1,369
Business service	2,118	943	3,061
Personal service	14,780	28,015	42,795
Miscellaneous service	4,007	939	4,946

1966 1967 1968

1966 1967 1968

1966 1967 1968

Registration Certificates issued to New Firms under Section 11
of The Industrial Safety Act, 1964, during the Fiscal Year ending March 2011 1967

Category	Registration Certificate
Manufacturing	491
Food and beverages	100
Tobacco products	4
Rubber products	11
Leather products	13
Textile products (except clothing)	34
Knitting mills	9
Clothing	36
Wood products	109
Furniture and fixtures	84
Paper and allied industries	16
Printing, publishing and allied industries	90
Primary metal	13
Metal fabricating (except machy. and trans. equip.)	272
Machinery (except electrical machinery)	81
Transportation equipment	44
Electrical products	29
Non-metallic mineral products	60
Petroleum and coal products	11
Chemical and chemical products	34
Miscellaneous manufacturing	114
Miscellaneous manufacturing incidental to other industries	17
Construction	
Transportation, Storage and Communication	28
Transportation	64
Storage (including grain elevators)	28
Communication	
Public Utilities	
Trade	200
Wholesale trade	467
Retail trade	662
Finance, Insurance and Real Estate	
Services	166
Education and related service	
Health and welfare service	20
Religious organizations	
Recreation service	
Business service	
Personal service	88
Miscellaneous service	91
Public Administration and Defence	
Unspecified and Unclassified	
TOTAL	2000

Estimated cost of buildings and number of drawings approved by the Industrial Safety Branch, Ontario Department of Labour.

Period Year	Number of drawings Approved	Cost of projects	Cost in dollars
1956-57	2,013	188,334,900	190,910
1957-58	2,037	142,906,700	147,181
1958-59	2,137	213,245,100	195,363
1959-60	2,711	194,569,000	196,888
1960-61	2,576	199,289,900	203,806
1961-62	2,441	215,131,400	189,708
1962-63	2,517	205,467,900	201,539
1963-64	2,921	262,138,600	247,182
1964-65	3,262	398,360,400	334,056
1965-66	3,546	364,096,900	364,680
1966-67	3,648*	475,636,500*	405,401*

*Note: Denotes record totals

Investigations Fiscal Year ending March 31st, 1967

Category	Number	Number	Number
Child Labour	4	5	9
Machinery	35	19	54
Fire hazards	31	20	51
Sanitation	56	43	99
Heat and Light	38	39	77
Fumes and Dust	95	89	184
Miscellaneous	109	39	148

Industrial Diseases

Allergic Arteritis	1
Asthma	4
Bronchitis	2
Chronic Poisoning	7
Dermatitis and other rashes	248
Eczema	2
Fibrosis of the lung	1
Hepatitis	3
Lead Poisoning	9
Lung congestion unclassified	3
Mercury Poisoning	1
Oak Poisoning	2
Scabies	1
Silicosis	2

There were 50 explosions causing injuries to 47 employees and four of these were fatal. Four of the above total explosions were not within Branch jurisdiction.

2,211 Accident reports were sent out to Officers to be investigated.

222 Machines were tagged out of order.

50,850 Directions were issued.

46,476 Directions were completed.

Number and estimated values of approved plans
of Buildings: 1966-1967

Industry	Number of Plans Approved	Estimated Value of Buildings	Percentage of Total Value
Manufacturing Total	1874	\$222,991,500	% 46.89
Food and Beverages	204	15,712,700	3.30
Tobacco	7	1,471,000	.30
Rubber	27	5,784,000	1.22
Leather	24	981,800	0.21
Textiles	48	13,367,200	2.81
Knitting Mills	8	609,000	.13
Clothing	16	489,100	.10
Wood	71	1,824,300	.39
Furniture and Fixtures	48	3,448,000	.72
Paper and Allied Industries	50	8,594,100	1.81
Printing, Publishing and Allied Industries	45	3,029,800	.64
Primary Metals	193	19,444,700	4.09
Metal Fabricating	340	16,389,700	3.45
Machinery	108	14,847,500	3.12
Transportation and Equipment	124	45,461,100	9.56
Electrical Products	128	21,549,700	4.53
Non-metallic Mineral Products	122	21,017,600	4.42
Petroleum and Coal Products	37	4,135,500	.87
Chemicals and Chemical Products	167	17,561,200	3.69
Miscellaneous Manufacturing	101	7,273,500	1.53
Construction	200	1,464,800	0.31
Transportation	173	11,671,900	2.45
Transportation	85	4,379,300	.92
Storage	63	5,753,100	1.21
Communication	25	1,539,500	.32
Utilities	11	10,000,000	1.90
Wholesale Trade	311	17,671,300	3.72
Retail Trade	431	50,007,900	10.51
Finance, Insurance and Real Estate	191	18,000,000	3.60
Education and Related Services	242	2,725,000	0.57
Health and Welfare Services	16	1,392,000	.29
Religious Organizations	—	—	—
Motion Pictures and Recreational Services	8	311,000	.07
Services to Business Management	70	2,915,900	.61
Personal Services	64	3,629,900	.77
Miscellaneous Services	50	1,158,600	.24
Public Administration and Defence	66	9,806,500	2.06
Total	2,883	\$2,291,000,000	100.00

	Hand saw Backsaw Vib. recip. Circular	Chain Saw Recip. Circular	Roller Saw Circular	Circular Saw Vib.	Tracing Circular	Axial Mills Circular	Punching Circular	Blind Circular	Compress. and Presses Circular	Paper and Allied Machinery Circular	Sawing, Planing, and Allied Circular	Planing Machine Circular	Metal Fabricating except Machine Tool Circular	Machinery Circular	Transportation Equipment Circular	Mechanical Presses Circular	Non-Metallic Mineral Products Circular	Lumber and Wood Products Circular	Chemical and Plastics Circular
1. All hand tools including portable powered	162	2	18	17	31	2	7	45	52	42	3	80	132	86	148	23	43	2	15
2. Woodworking	3	1	2	1	1			145	85	8		5	3	2	10	19	7		3
3. Metal Working except punch presses	2			2	3			7	19	3	1	134	276	157	191	167	8		1
4. Punch presses			2	2	3			5	6	1	1	10	103	15	46	37	3		1
5. Other machinery	221	11	58	74	147	19	49	12	24	118	82	11	59	5	49	48	44	2	38
6. Gears, belts, pulleys, shafting, etc.	20		3	1	14	4	4	12	3	11	3	12	22	6	9	15	5	1	7
7. Handled by fellow workmen	41	2	1	1	7	2	1	12	2	7		30	32	17	40	15	12		3
8. Handled by victim	728	28	133	65	159	23	45	204	171	246	58	623	801	620	872	674	294	23	118
9. Falling from stockpiles or loads	161	4	30	12	46	4	2	103	40	47	9	159	254	151	180	136	77	3	15
10. Nails and spikes	10	1	1	1	4	1		3	10	3	3	7	16	4	5	12	3		2
11. Thrown by tools			1	2				8				17	22	7	14	4	4		
12. Thrown by machinery	9		3	4	8	1	1	62	33	19	4	66	89	48	54	36	14	2	7
13. Materials n.e.c.	132	2	20	10	33	5	4	60	51	38	7	119	245	98	179	133	74	1	25
14. Elevators, hoists and cranes	6		2	2	2			1		2	1	34	47	22	29	11	7		4
15. Belts, sprocket, chain and other conveyors		4	11	4	6		1	27	3	22	6	24	15	10	21	10	19	1	10
16. Hooks, chains, slings and cables	11		4		2			2		3		45	38	26	22	11	11		1
17. Automobiles and trucks	8							2				5	3	1	21	12	1	1	
18. Lift trucks, loadmobiles, misc.	48	6	14	2	10			22	3	30	7	40	52	32	57	45	33	4	15
19. Railway										1		3							2
20. Hand trucks, wheelbarrows, etc.	41	4	11	4	20	3		12	6	11	4	14	33	24	21	14	18		7
21. Fires, except gas or vapour	2		3		2			3	6	2	1	31	22	9	11	6	9	1	3
22. Fires, gas or vapour	3					1		1		1		2	3	3	2	2	1		3
23. Hot vapours, gases or liquids	79	1	7	4	14		3	2		15	2	135	44	32	30	31	18	7	17
24. Hot solid objects	7		1	4					1	2		51	36	22	35	9	13	1	3
25. Cold and other	2							2				6	1		6	2	2		

Trade										Government, Nonprofit and Voluntary Sector										Business and Other									
to other industries 001-099																													
11	18	8	5	30	209					2			1	1	10	2	16	3	1,294	105		1,189						1	
2	3		1	18	4					2							4	1	340	25		313	2	2					
7	1			12													3	2	1,037	126		911		3					
1	3	4	1	1	16	99				5			2		45		5		255	68		187		4					
																			1,346	470		876		5					
2		1		6													4		169	15		154		6					
1	67	2	1	1	1	8	18			1					2	1	2		269	31		238		7					
	222	13	5	25	232	631	2			3				5	16	7	119	10	7,452	814		6,638		8					
	10	72	5			83	137			1					3	5	17		1,795	152		1,640	3	9					
	5	6	1	1		6	22			1									132	8		124		10					
		2				1	1												87	2		85		11					
2	20	46	6	1	4	14	7			3				1	6	2	16	1	500	39		460	1	12					
					74	137													1,595	205		1,390		13					
4	2				6	5												1	190	3		184	3	14					
1	1	1	1		1	8	12								1				285	32		253		15					
	1	8	7			6	14									1	2		218	4		213	1	16					
2	8				2	16									1	1	3		87	6		78	3	17					
5	22	1			33	38										1			528	19		505	4	18					
	1	1				1													9			7	2	19					
1	19				12	45									12		4		361	56		305		20					
1	6	3			1	5	6								2	1	2		139	5		132	2	21					
	1				1	1	2												27			25	2	22					
	1	5		1	1	5	17								10		1		499	44		455		23					
	1	1				1	6										3		203	12		191		24					
		1					1												23	2		21		25					

Continued

Description	Fatal Injuries by Industry																		
	Food and Beverage 101-142	Tobacco Products 151-153	Rubber 161-169	Leather 171-179	Textile 183-229	Printing and Allied Industries 231-279	Chemical and Allied Industries 281-309	Primary Metal 311-318	Metal Fabricating (except machinery and transportation equipment) 321-329	Transportation Equipment 331-339	Non-Metallic Mineral Products 341-349	Petroleum and Coal Products 351-359	Chemical and Allied Industries 361-369	Chemical and Allied Industries 371-379	Miscellaneous Manufacturing 381-389				
26. Gas	1							1	4		2	3		1					
27. Dust																			
28. Gasoline, oil, chemicals	1	1		1				1	2	3	5								
29. Boilers, pressure vessels and pipes					1					1				1					
30. High explosives, fire arms and n.e.c.								4			2								
31. Acids, alkalis and similar chemicals	28	5	5	11	3	1	9	2	12	3	6	30	14	26	36	7	2	26	17
32. Dusts (Silicosis, etc.)	1							1			1		3	2		1		3	
33. Poisonous gases, or lack of oxygen	4								1		7	5	3	9	10	1		7	
34. Ionizing radiation							3		1		1	26	6	24	7	8		1	1
35. Welding flashes	4																		
36. Industrial diseases, n.e.c.	25	1	6	11	7	1	4	8	5	2	4	13	25	17	34	26	8	1	12
37. Electricity	3		3	1			2	1	6		11	10	7	9	15	7		1	
38. Rough ground or floor	22	1	8	2	8		1	13	2	6	3	62	40	46	64	32	19	2	5
39. Slippery surfaces	413	1	38	29	64	8	12	65	16	59	19	134	130	107	280	121	82	6	35
40. N.E.C.	73	4	22	6	27	5	6	30	20	35	14	99	88	62	165	76	41	6	11
41. Ladders and stairs	141	4	10	8	24	3	11	10	8	35	7	43	47	31	78	53	39	10	28
42. Platforms, ramps and stationary vehicles	90	4	10	5	17		2	25	4	21	6	47	58	35	109	28	47	10	13
43. Scaffolds and stagings	11	1	1	2	2			2		7	1	7	14	2	9	8	8		3
44. Stockpiles and loads	16	4	1	2	2			10	4	9		23	26	6	19	12	8		3
45. Buildings or other structures	5	1	1		2			1	1	4		7	5	11	13	7	5		1
46. N.E.C.	35		9	4	14		1	18	3	12	4	42	40	28	45	26	10	1	8
47. Flying particles	19	3	2	5	4	2		14	17	11	2	71	110	69	125	41	21		4
48. Infection, n.e.c.	75		3	5	5	2	4	16	6	8	5	14	34	13	36	21	9		3
49. Over-exertion, n.e.c.										1									
50. Jammed between articles	88	6	23	9	25		1	37	18	43	9	120	141	80	130	66	57	3	15
51. Miscellaneous	168	7	38	16	56	11	22	35	48	65	25	138	195	151	262	172	60	4	29

Fatal 2

Fatal 1

Fatal 4

Fatal 2

Fatal 5

Fatal 6

Fatal 3

Fatal 1

Fatal 3

Fatal 2

Fatal 1

Fatal 2

Fatal 1

Directives of Officers to Employers under The Industrial Safety Act, 1963
For the Fiscal Year ending March 31st, 1964

Statement of Direction - 1																						
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
	Total	Food products except tobacco	Tobacco	Rubber products	Leather products	Textile products (except clothing)	Knitting mills	Clothing	Wood products	Furniture and fixtures	Paper and allied industries	Printing, publishing and allied industries	Primary metal	Metal fabricating (except machy. & trans. equipt.)	Machinery (except electrical machinery)	Transportation equipment	Electrical products	Non-metallic mineral products	Petroleum and coal products	Chemical and chemical products	Miscellaneous manufacturing	Miscellaneous manufacturing incidental to other ind.
Food and beverages	17	44	61	352	67	5	1,267	3	8	42	86	8	56	1	29	4	1,494	3,483				
Tobacco products		1	1	4			20										32	61				
Rubber products	1	12	13	57	5	1	129			17	8						169	405				
Leather products	2	8	10	97	1	1	176	2	1	8	12				7	1	10	146	472			
Textile products (except clothing)	1	14	15	115	17	2	334	2	4	16	31				20	9	32	339	936			
Knitting mills		3	3	44	3		66			1	9				2	2	18	96	245			
Clothing	1	2	3	112	2		70	1		4	20				19	9	2	157	400			
Wood products	2	54	56	157	25	3	834	2	2	37	40				18	1	11	791	1,978			
Furniture and fixtures	1	43	44	184	26	2	286	1	2	30	37				18	1	12	363	1,007			
Paper and allied industries		12	12	99	7	1	376	1	3	22	24				12	4	36	379	976			
Printing, publishing and allied industries		32	32	210	13	3	290	1	1	18	40		1	15	3	16		475	1,118			
Primary metal		9	9	74	106		325	1	4	103	24				8	1	10	415	1,080			
Metal fabricating (except machy. & trans. equipt.)	1	185	186	520	86	2	2,258	8	5	169	109				43	7	51	2,228	5,673			
Machinery (except electrical machinery)		38	38	199	30	8	443	6	5	58	13				8	1	7	720	1,536			
Transportation equipment	2	27	29	172	31	2	773	3	4	77	57		1	11	8	24		792	1,984			
Electrical products	1	20	21	232	16	3	545	2	3	90	35				12	3	46	633	1,641			
Non-metallic mineral products	5	29	34	92	25	1	418	5	3	27	15				13	1	2	706	1,342			
Petroleum and coal products		10	10	29	9		57		1	2					10			217	335			
Chemical and chemical products	1	18	19	164	16	4	336			50	19				5	2	13	580	1,208			
Miscellaneous manufacturing	1	68	69	275	31	1	666	4	6	51	31				11	8	45	675	1,873			
Miscellaneous manufacturing incidental to other ind.	1	8	9	2	1		19				2				2			32	67			
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Wholesale trade	5	185	190	635	78	7	976	6	12	60	63	1	49	2	7	3	2,146	4,235				
Retail trade	2	1,178	1,180	1,718	146	11	1,221	13	37	158	262	2						165	369			
Total	7	303	308	1,353	124	18	2,000	19	49	218	295	3	49	2	7	3	2,153	4,604				
Education and related service				2	1		6				1							5	17			
Health and welfare service		1	1	25			58				2							1	111			
Religious organizations																						
Recreation service		4	4	28	1		2	1			1	1			3			1	40			
Business service		5	5	27	5		19	1			2	3						60	123			
Personal service	3	61	64	280	12		252	2	10	19	117				66	9	1	2	1,643	2,477		
Miscellaneous service		65	65	73	14		137				7				4		2		323	636		
Total	3	135	139	388	22	1	404	11	10	120	137	1	9	1	73	9	3	2,011	3,611			
Total	10	338	347	1,741	146	19	2,404	30	59	238	432	4	58	3	80	12	3	2,154	4,965			
Production	7	303	308	1,353	124	18	2,000	19	49	218	295	3	49	2	7	3	2,153	4,604				

1) Directions given for the production of the health and safety of employees or any persons in a factory, shop or office building.

Construction Safety Branch

Projects Inspected under Ontario Regulation 100/63 – April 1, 1966 to March 31, 1967 Projects under Compressed Air

No.	Contractor	Location	Days	1966	1967		Total	No. of Fatalities
					Monthly	Other		
64/132 S. McNally & Sons Ltd.		Hamilton	7	8	1,148	484	1,632	Nil
64/165 Patrick Construction Ltd.		Hamilton	7	10	1,283	188	1,471	Nil
65/78 S. Cosentino Ltd.		Kitchener	4	5	259	87	346	Nil
65/98 Mathews Constr. Co. Ltd.		London	3	3	503	364	867	Nil
65/201 S. McNally & Sons Ltd.		Kitchener	2	5	758	268	1,026	Nil
65/298 First Line Contracting Ltd.		Toronto	1	12	5,053	1,090	6,143	Nil
65/307 S. McNally & Sons Ltd.		North York	5	8	164	137	301	Nil
65/352 Redfern Constr. Co. Ltd.		Toronto	4	6	124	84	208	Nil
65/367 S. McNally & Sons Ltd.		Hamilton	5	6	176	113	289	Nil
65/386 Scott-Jackson Constr. Ltd.		Scarborough	5	14	1,966	1,201	3,167	Nil
66/37 S. McNally & Sons Ltd.		Toronto	4	18	5,584	1,921	7,505	Nil
66/190 Keystone Contractors Ltd.		Windsor	7	13	386	130	516	Nil
66/345 Ontario Underground Constr. Ltd.		Toronto	6	7	414	165	579	Nil
66/352 The Jno. Maguire Contr. Co. Ltd.		Toronto	5	7	89	38	127	Nil
66/432 The Jno. Maguire Contr. Co. Ltd.		Toronto	5	6	118	56	174	Nil
TOTAL					14,000	7,000	21,000	

Projects Under Ontario Regulation 100/63 – April 1, 1966 to March 31, 1967

Inspection Summary

	Projects Inspected	Completed Inspections	Days Inspected	Hours Inspected	Days Inspected	Hours Inspected	Projects Inspected	Completed Inspections	Days Inspected	Hours Inspected
Long Tunnels	153	108	45	14,235	160,069	15	1,748	647	1,431	
Short Tunnels (under 50')	205	178	27	3,747	365	—	683	64	651	
Jacked Tunnels	60	55	5	3,957	—	—	157	24	146	
Large Caissons	1	1	—	n/a	n/a	—	16	3	13	
Augured Caissons	104	92	12	n/a	n/a	—	507	55	483	
Cofferdams, underpinning, etc.	21	15	6	n/a	n/a	—	151	28	131	
TOTAL	544	449	95	22,199	160,434	15	2,502	736	1,624	

Inspection by Construction Safety Officer April 1, 1966 to March 31, 1967

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

| | |
|---|-------|
| 1. Joint inspections with municipal inspectors | 4,732 |
| 2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts) | 498 |
| 3. Other independent inspections (e.g. in areas where no inspector is appointed) | 10 |
| 4. Promotional and Public Relations Calls (i.e. on Clerks, Wardens, etc.) | 964 |

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

Inspection by Construction Safety Officer April 1, 1966 to March 31, 1967

| | |
|---|-------------|
| Number of Inspectors appointed | 253 |
| Number of Inspections | 118,327 |
| Number of Informations Laid | 337 |
| Number of Convictions | 159 |
| Total Amount of Fines | \$40,594.00 |
| Number of Fatalities on Projects under The Construction Safety Act, 1961-62 | 72 |
| Number of Stop Work Orders | 4,501 |
| Number of Orders to Comply | 22,128 |

The Trench Excavators' Protection Act Calendar Year 1966

| | |
|--|---|
| Number of Inspectors appointed | 1,089* |
| Number of Notices Received | 26,664 |
| Total length of trenches for which notices were received | 8,667,260 lin. ft.
(approx. 1,640 miles) |
| Number of Informations laid | 52 |
| Number of Convictions | 35 |
| Total amount of fines | \$9,968.00 |
| Fatalities on Projects under The Trench Excavators' Protection Act | |
| Number of Stop Work Orders | 1,040 |
| Number of Orders to Comply | 2,341 |

* Number of inspectors recorded in Annual Reports Submitted (760 Local Municipalities out of 935)

Inspection by Construction Safety Officer April 1, 1966 to March 31, 1967

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

| | |
|---|-------|
| 1. Joint inspections with municipal inspectors | 1,887 |
| 2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts) | 13 |
| 3. Other independent inspections and calls on trench inspectors | 549 |

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

Elevator Inspection Branch

Construction Hoists Act Report of Number of Inspections of Construction Hoists 1966-67

| Inspection | Inspected | Not Inspected | Not Inspected | Not Inspected | Not Inspected | Not Inspected |
|--------------------|-----------|---------------|-----------------|---------------|---------------|---------------|
| | First No. | Repeat No. | Semi-Annual No. | No. | No. | No. |
| Construction Hoist | 281 | 726 | 100 | 1,107 | 317 | 1,424 |

Note: 269 of the above inspections were involving workmen's hoists.
Calls re shut downs, re-instated, dismantled, accidents and miscellaneous (non-revenue) inspections.

Construction Hoists Act Licences granted, suspended and transferred - 1966

| Type of Hoist | Issued | Suspended | Transferred | Not Issued | Not Issued | Not Issued |
|---------------|--------|-----------|-------------|------------|------------|------------|
| | No. | No. | No. | No. | No. | No. |
| Workmen's | 275 | 115 | 41 | 1,091 | 302 | 1,393 |
| Construction | 275 | 4 | 1 | 1,091 | 302 | 1,393 |
| Total | 550 | 119 | 42 | 2,182 | 604 | 2,786 |

Number of Accidents Reported, Accidents Investigated and Persons Injured on Construction Hoists - 1966-67

| Type of Inspection/Location | Male | Female | Total | Male | Female | Total |
|-----------------------------|------|--------|-------|------|--------|-------|
| Accidents Reported | | | | | | |
| Landing | 2 | 1 | 3 | 3 | 3 | 3 |
| In Car | 2 | 2 | 4 | 4 | 3 | 3 |
| Top of Car | | | | | | |
| Pit | | | | | | |
| Machine Room | | | | | | |
| Accidents Investigated | | | | | | |
| Landing | | | | | | |
| In Car | | | | | | |
| Top of Car | | | | | | |
| Pit | | | | | | |
| Machine Room | | | | | | |
| Total | 4 | 3 | 7 | 7 | 6 | 13 |

There were no females involved in the above accidents.

Number of Accidents Reported / Accidents Investigated
 by Location - Injured / In Fatalizing Device - 1966-67

| Location | Accident by Injured | | | Fatalizing Device | | Fatal | | No. of Accidents | Accidents Investigated |
|---------------|---------------------|--------|-------|-------------------|--------|-------|-------|------------------|------------------------|
| | Male | Female | Total | Male | Female | Male | Total | | |
| Landing | 29 | 10 | 2 | 3 | | 1 | 45 | 54 | 12 |
| In Car | 1 | 3 | | | | | 4 | 9 | 3 |
| Top of car | | | | | | | | | |
| Pit | | 1 | | | | | 1 | 1 | |
| Machine Room | | | | | | | | | |
| Landing | | | | 1 | | | 1 | 1 | 1 |
| In Car | | | | | | | | | |
| Top of Car | | | | | | | | | |
| Pit | | | | | | | | | |
| Machine Room | | | | | | | | | |
| Landing | 6 | 36 | 1 | 11 | | | 54 | 54 | 10 |
| In Car | 1 | 8 | | 11 | | | 20 | 23 | 8 |
| Top of Car | | 1 | | 1 | | | 2 | 2 | |
| Pit | | 2 | | | | | 2 | 1 | 1 |
| Machine Room | | 1 | | | | | 1 | 1 | |
| Landing | | | | | | | | | |
| Top of Car | | | | | | | | | |
| Pit | | | | | | | | 1 | 1 |
| Machine Room | | | | 1 | | | 1 | 1 | |
| Landing Upper | 34 | 26 | 4 | 1 | | | 65 | 84 | 2 |
| Landing Lower | 62 | 18 | 4 | 5 | | | 89 | 96 | 7 |
| Stairs | 150 | 70 | 11 | 3 | | | 234 | 256 | 6 |
| Machine Room | | | | | | | | | |
| Landing | | | | 1 | | | 1 | 1 | 1 |
| Pit | | | | | | | | | |
| Machine Room | | | | | | | | | |
| Landing | | | | | | | | | |
| Tracks | | | | | | | | | |
| Machine Room | | | | | | | | | |
| Landing Upper | 2 | 4 | | 2 | | | 8 | 8 | |
| Landing Lower | | | | | | | | | |
| Tracks | 4 | 11 | 2 | 2 | | | 19 | 22 | 3 |
| Machine Room | | | | 1 | | | 1 | 1 | 1 |

Escalator Accidents causing injury for the fiscal year of April, 1966 — March, 1967

| Part of Body | Landing Upward | | Landing Downward | | Moving Upward | | Total | Total |
|--------------|----------------|-----------|------------------|-----------|---------------|------------|------------|------------|
| | M | F | M | F | M | F | | |
| Abdomen | | | | 1 | 2 | 1 | 2 | 4 |
| Arm | | 1 | | 12 | 5 | 13 | 5 | 31 |
| Back | 4 | 1 | 4 | 3 | 6 | 11 | 14 | 29 |
| Chest | | | | | | | | |
| Foot | 5 | 8 | | 10 | 7 | 21 | 12 | 51 |
| Hand | 11 | 7 | 11 | 7 | 19 | 20 | 41 | 75 |
| Head | 4 | 3 | 5 | 12 | 26 | 18 | 35 | 68 |
| Leg | 3 | 15 | 5 | 21 | 9 | 75 | 17 | 128 |
| Unspecified | | 2 | | | | | 2 | 2 |
| Total | 31 | 47 | 23 | 63 | 69 | 135 | 163 | 388 |

| Age | | Sex | | Age | |
|--------------|---------|-----|----|-----|-----|
| 1 to 6 years | 7 to 14 | M | F | M | F |
| 58 | 35 | 22 | 20 | 46 | 207 |

Report of Annual Registration of Contractors for year ending March 31, 1967

| Maximum Number of Employees Maximum Number of Employees by Contractor | Time (Approximate) Registration | Subsequent 6 months Registration | Total Number of Contractors |
|---|---------------------------------|----------------------------------|-----------------------------|
| | | | |
| Not more than 2 | 12 | 60 | 72 |
| More than 2, but fewer than 20 | 0 | 13 | 13 |
| 20 or more | 0 | 6 | 6 |
| Total | 12 | 79 | 91 |

Accidents reported during the Fiscal Year 1966-67

| Class | Not Investigated | Investigated | Estimated Fatals | Uninjured Persons | Fatals | Persons Suffering Non-Fatal Injuries | Total |
|-----------------|------------------|--------------|------------------|-------------------|------------|--------------------------------------|------------|
| Passenger | 48 | 4 | 12 | 64 | *50 | 9 | 59 |
| H. P. Passenger | | | 1 | 1 | 1 | | 1 |
| Freight | 59 | 15 | 7 | 81 | 79 | 6 | 85 |
| Class "A" D/W | 1 | | 1 | 2 | 1 | | 1 |
| Class "B" D/W | | | | | | | |
| Escalators | 416 | 15 | 5 | 436 | 388 | 113 | 501 |
| Manlifts | | 1 | | 1 | 1 | | 1 |
| Incline Lifts | | | | | | | |
| Ski Tows | 27 | 1 | 3 | 31 | 28 | 5 | 33 |
| Total | 553 | 36 | 28 | 616 | 540 | 123 | 669 |

616 accidents involving 681 persons.

Table 1. Number of Inspections of Lifting Devices 1966-67

| Category | Passenger | H.P. Passenger | Freight | H.P. Freight | Escalator | Moving Walk | Incline Lift | Manlift (E.B.) | Ski Tow (Rope) | Ski Tow (Bar) | Ski Tow (Poma) | Ski Tow (Chair) |
|--------------------|-----------|----------------|---------|--------------|-----------|-------------|--------------|----------------|----------------|---------------|----------------|-----------------|
| Passenger | 5,210 | 329 | 5,539 | 730 | 41 | 4,943 | 11,253 | | | | | |
| H.P. Passenger | 120 | 1 | 121 | 6 | 47 | 174 | | | | | | |
| Freight | 4,147 | 81 | 4,228 | 75 | 16 | 3,450 | 7,769 | | | | | |
| H.P. Freight | 27 | | 27 | | 29 | 56 | | | | | | |
| Escalator | | | | | | | | | | | | |
| Escalator - One | | | | | | | | | | | | |
| Escalator - Series | | | | | | | | | | | | |
| Moving Walk | | | | | | | | | | | | |
| Incline Lift | | | | | | | | | | | | |
| Manlift (E.B.) | | | | | | | | | | | | |
| Ski Tow (Rope) | | | | | | | | | | | | |
| Ski Tow (Bar) | | | | | | | | | | | | |
| Ski Tow (Poma) | | | | | | | | | | | | |
| Ski Tow (Chair) | | | | | | | | | | | | |
| Class A | 1,039 | 29 | 1,068 | 76 | 4 | 199 | 1,347 | | | | | |
| H.P. Class A | 16 | | 16 | | | 5 | 21 | | | | | |
| Class B | 112 | | 112 | 1 | | 34 | 147 | | | | | |
| H.P. Class B | 9 | | 9 | | | 11 | 20 | | | | | |
| Escalator - One | 222 | 10 | 232 | 17 | | 46 | 295 | | | | | |
| Escalator - Series | 155 | | 155 | 210 | | | 178 | | | | | |
| Moving Walk | 1 | | 1 | | | | 1 | | | | | |
| Incline Lift | 41 | 4 | 45 | 4 | | 28 | 77 | | | | | |
| Manlift (E.B.) | 98 | | 98 | 3 | | 23 | 124 | | | | | |
| Ski Tow (Rope) | 157 | 10 | 167 | 20 | 6 | 58 | 251 | | | | | |
| Ski Tow (Bar) | 80 | 3 | 83 | 7 | | 18 | 108 | | | | | |
| Ski Tow (Poma) | 6 | 1 | 7 | 1 | | 5 | 13 | | | | | |
| Ski Tow (Chair) | 23 | 1 | 24 | 11 | | 11 | 46 | | | | | |
| Total | 11,520 | 420 | 12,000 | 1,500 | 107 | 8,907 | 27,318 | | | | | |

There were 102 installations not under the Act.

Revenue earned - 1966-1967 under the Licensing and E.L.T.s Act

| Source | Amount |
|-----------------------|------------|
| Initial Licences | 4,530.00 |
| Renewal | 139,057.00 |
| Transfer of Licences | 3,159.00 |
| Duplicate of Licences | 279.00 |
| Bad Accounts | .69 |

| | |
|--|-----------|
| Upon Submission of Drawings and Specifications | 20,560.00 |
| Additional Sets of Drawings and Specifications | 5.00 |

| | |
|---|-----------|
| Annual Registration of Contractors | 3,435.00 |
| First Annual Registration | 500.00 |
| Subsequent Registration | 2,935.00 |
| Duplicate Applications and Metal Plates | 1,817.00 |
| Inspections | 37,935.00 |
| Travelling Expenses | 13.43 |
| Sale of books - Safety Code for Passenger and Freight | 229.65 |

Construction Hoists Act Revenue earned - 1966-1967

| Source | Amount |
|---|-----------|
| Initial Licences | 1,380.00 |
| Renewal of Licence | 1,290.00 |
| Transfer of Licence | 70.00 |
| Duplicate of Licence | 10.00 |
| Approval of Drawings and Specifications | 20.00 |
| Inspections | 880.00 |
| Travelling Expenses | 11,974.00 |
| | 3.00 |

| | |
|-------|-----------|
| Total | 14,237.00 |
|-------|-----------|

Lifts granted, suspended and restricted 1986-1987 Under the Elevator and Lift Act

| Elevators | | | | | | |
|--------------------|------|-------|------|-------|------|------|
| Category | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| Number of lifts | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| Passenger | 660 | 3,499 | 36 | 4,195 | — | 403 |
| H.P. Passenger | — | 98 | — | 98 | — | 4 |
| Freight | 79 | 2,586 | 2 | 2,667 | — | 206 |
| H. P. Freight | 1 | 26 | — | 27 | — | — |
| Goods and Waste | | | | | | |
| Class "A" | 50 | 570 | 1 | 621 | — | 14 |
| H.P. Class "A" | — | 16 | — | 16 | — | — |
| Class "B" | 2 | 71 | — | 73 | — | 2 |
| H.P. Class "B" | — | 8 | — | 8 | — | — |
| Escalator | | | | | | |
| Escalator — One | 14 | 57 | 6 | 77 | — | 2 |
| Escalator — Series | — | 30 | — | 30 | — | — |
| Manlift | 6 | 65 | — | 71 | — | 2 |
| Incline Lift | 8 | 25 | — | 33 | — | — |
| Ski Tow | 26 | 185 | — | 211 | — | 8 |
| Total | 846 | 4,354 | 94 | 5,137 | — | 423 |

Twenty Causes of Escalator Accidents

| Category | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
|---|------|------|------|------|------|------|
| 1. Fell while boarding | — | — | — | 1 | — | 1 |
| 2. Fell while boarding (artificial limb or cane) | — | — | — | — | — | — |
| 3. Fell while getting off | — | — | 2 | 1 | — | 3 |
| 4. Fell while riding | — | — | 1 | 10 | — | 11 |
| 5. Fell while walking or running on moving escalator | — | — | — | — | — | — |
| 6. Fell, trying to ride in opposite direction | — | — | — | — | — | — |
| 7. Pushed, knocked over or stepped on | — | 6 | — | 9 | — | 15 |
| 8. Fell while riding (artificial limb or cane) | — | 2 | — | — | — | 2 |
| 9. Fell while riding (carrying parcels) | — | 1 | — | — | — | 1 |
| 10. Fell while riding (lost balance) | — | 6 | — | 11 | — | 17 |
| 11. Fell while riding (stooped to pick up object) | — | — | — | — | — | — |
| 12. Fell while riding (stooped to aid child or fell over child) | — | — | — | — | — | — |
| 13. Fell while riding (jerking motion — escalator stopped or went in reverse) | — | — | — | 1 | — | 1 |
| 14. Lost grip on hand rail | — | — | — | — | — | — |
| 15. Caught fingers or glove under handrail | — | — | — | 1 | — | 1 |
| 16. Sat on step | — | — | — | — | — | — |
| 17. Stepped on crack of two steps | — | 1 | — | 4 | — | 5 |
| 18. Clothing caught | — | — | — | 1 | — | 1 |
| 19. Shoe or rubber caught in combplate | — | 17 | — | 13 | — | 30 |
| 20. Unknown or miscellaneous | — | 9 | — | 16 | — | 25 |
| Total | — | — | — | — | — | 116 |

Drawings and Specifications of Elevating Devices approved during fiscal year 1967

| Drawing/Device | Drawings submitted and approved during April 1st, 1966 - March 31, 1967 | | Drawings submitted during April 1st & 2nd 1967 | | Total | Cost | Additional Sets | |
|-----------------------|---|-----------|--|----------|-------|------------|-----------------|----------|
| | Drawings | Approved | Drawings | Approved | | | | |
| Type | Drawings | Approved | Drawings | Approved | Total | Cost | Drawings | Approved |
| Passengers | 576 | 45 | | | | 621 | | |
| H.P. Pass. | 11 | | | | | 11 | | |
| Freight | 79 | 14 | | | | 93 | | |
| Class A D/W | 65 | 9 | | | | 74 | | |
| H.P. Class A | | | | | | | | |
| Class B D/W | 1 | | | | | 1 | | |
| H.P. Class B | | | | | | | | |
| Escalator - One | 46 | | | | | 46 | | |
| Escalator - Series | 2 | | | | | 2 | | |
| Manlift | 7 | 2 | | | | 9 | | |
| Incline Lift | 5 | 1 | | | | 6 | | |
| Ski Tow (rope) | 22 | 6 | | | | 28 | | |
| Ski Tow (J. & T. Bar) | 5 | | | | | 5 | | |
| Ski Lift (Chair) | 6 | | | | | 6 | | |
| Total | 621 | 66 | | | | | | |
| Workmen's Hoists | 42 | | | | | 42 | | |
| Grand Total | 663 | 66 | | | | 729 | | |

Boiler Inspection Branch

Inspections—1967

| Type of Inspection | Accidents
Reported | Deaths | Disabilities | Property
Damage |
|--------------------|-----------------------|--------|--------------|--------------------|
| Boiler | 1 | — | — | — |
| Furnace | 9 | — | 1 | 1 |
| Pressure Vessel | 8 | — | 2 | 2 |
| Pressure Piping | 2 | 2 | 1 | 3 |
| Miscellaneous | 3 | — | — | — |

Total

Note: Those accidents reported under the heading of "Miscellaneous" were of a nature that the parts did not come within the scope of The Boilers and Pressure Vessels Act, 1962-63, and in some areas could be classed "Non-Code."

Revenue Earned—1967

| Source | Amount |
|--|-------------|
| Fees | \$71,454.50 |
| Approval and registration of designs | 46,939.50 |
| Inspection | |
| New boilers and pressure vessels | 126,368.35 |
| Pressure Piping | 13,752.50 |
| Used boilers and pressure vessels | 20,278.50 |
| Annual inspections of boilers and pressure vessels | 70,116.00 |
| Certificates of approval for boilers and pressure vessels | 7,344.00 |
| Certificates of competency | 1,685.00 |
| Tests of welding operators | 48,360.00 |
| Approval of welding procedures | 4,630.00 |
| Remittance of expenses incurred by inspectors on inspection of boilers, pressure vessels and pressure piping | 11,065.10 |
| Sale of Books-Rules for Mechanical Refrigeration and for the Construction and Inspection of boilers and pressure vessels | 37.75 |

Total

Report of Number of Welding Operators Trained—1967

| Type of Welding | Qualification | Number | Number |
|----------------------|---------------|--------|--------|
| Manual metallic arc | 6,151 | 1,014 | 7,165 |
| Oxygen-acetylene | 530 | 107 | 637 |
| TIG/MA | 742 | 140 | 882 |
| Manual torch brazing | 251 | 49 | 300 |
| Auto sub arc | 92 | 27 | 119 |
| TIG | 492 | 33 | 525 |
| MIG | 36 | 12 | 48 |

Total

| | | | | | |
|---------|-----|----|-----|-----|----|
| B class | 818 | 15 | 137 | 940 | 19 |
| A class | 20 | — | — | 20 | 1 |

| | | | | | |
|--|-------|-----|-----|-------|----|
| Hoisting engineer (electrical and internal combustion) | 6,351 | 116 | 573 | 6,808 | 16 |
|--|-------|-----|-----|-------|----|

11.20 11.24 11.28 11.32

Certificates of qualification pending renewal 7,506

| Certificates of Inspection: | | |
|---|--------|-----------|
| Boilers & Pressure Vessels during construction | 18,807 | 14,224 |
| Used Boilers & Pressure Vessels | 1,432 | 1,268 |
| Annual inspection of Boilers & Pressure Vessels | 15,433 | 13,527*** |
| Certificates of Approval for Boilers & Pressure Vessels | — | 2,502 |
| Duplicates of Certificates of Approval & Inspection | — | 40 |
| Pressure Piping | 1,386* | |

| | | | | | | | | | | | | | | | | |
|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| | 0000 | 0001 | 0010 | 0011 | 0100 | 0101 | 0110 | 0111 | 1000 | 1001 | 1010 | 1011 | 1100 | 1101 | 1110 | 1111 |
| 0000 | 0001 | 0010 | 0011 | 0100 | 0101 | 0110 | 0111 | 1000 | 1001 | 1010 | 1011 | 1100 | 1101 | 1110 | 1111 | |

***This number comprises 2,587 certificates issued in the field by inspectors and 10,940 certificates issued from the office.

The Ontario Human Rights Commission

Summary of Complaints in Respect of Employment, Public Accommodation, Housing, Notices and Commercial Space—Year Ending March 31, 1967

| Complaints | Settlement Initiated by | | Disposition of Complaints | | | Total Number of Complaints |
|---|-------------------------|-----------------------|---------------------------|-------------|-----------|----------------------------|
| | Parties | Public Accommodations | Settlement | Not Settled | Dismissed | |
| Employment | | | | | | |
| Discrimination in Employment | 75 | 21 | 48 | — | — | 6 |
| Discrimination by Trade Union | 6 | 2 | 1 | — | — | 3 |
| Disallowed Questions on Employment Applications or in written or oral inquiries | 62 | 44 | 4 | — | — | 14 |
| Disallowed Employment Advertisements | 5 | 5 | — | — | — | — |
| Female Employees Equal Pay for Equal Work | 89 | — | 11 | 1* | — | 78 |
| Discrimination in Employment based on age | 25 | 8 | 10 | — | — | 7 |
| Public Accommodations | | | | | | |
| Discrimination in Accommodation, Services and Facilities | 15 | 10 | — | 1** | 1** | 5 |
| Housing | | | | | | |
| Discrimination in Apartment Houses | 49 | 20 | 23 | — | — | 6 |
| Notices | | | | | | |
| Discriminatory Notices or other Representation | 8 | 7 | 1 | — | — | — |
| Commercial Space | | | | | | |
| Discrimination in Occupancy of Commercial Space | 2 | — | — | — | — | 2 |
| Total | 336 | 111 | 86 | 1 | 1 | 14 |

*Four Equal Pay cases heard at a Board of Inquiry

**Two Public Accommodations cases heard at one Board of Inquiry and Prosecution proceedings initiated

***The Majority of the Complaints related to Employment, Housing, Public Accommodations and Commercial Space were filed by Negroes (97), Jews (12), East Indians (11), recently arrived Europeans (10)

Ontario Labour Relations Board

Summary of Cases Dealt With Fiscal Year 1966-67

| Case Description | Cases Received | | Cases Disposed of | | | | Cases Pending | |
|---|----------------|--------------|-------------------|------------|------------|------------|---------------|----------------|
| | From Employers | From Unions | Settled | Dismissed | Withdrawn | Withdrawn | Total | March 31, 1967 |
| Certification of Bargaining Agents | 100 | 945 | 1,045 | 709 | 155 | 84 | 948 | 97 |
| Declaration of Termination of Bargaining Rights | 6 | 39 | 45 | 27 | 12 | 1 | 40 | 5 |
| Declaration of Status of Successor Trade Union or Employer | 1 | 21 | 22 | 15 | 4 | 1 | 20 | 2 |
| Declaration that Strike or Lockout Unlawful | — | 31 | 31 | 5 | 2 | 24 | 31 | — |
| Consent to Prosecute | 2 | 87 | 89 | 17 | 15 | 53 | 85 | 4 |
| Complaint of Unfair Practice in Employment (Sec. 65) | 18 | 144 | 162 | 17 | 31 | 86 | 134 | 28 |
| Addition of No Strike or Lockout Provisions to Collective Agreement (Section 33(2)) | — | 2 | 2 | 2 | — | — | 2 | — |
| Modification of Arbitration Provision in Collective Agreement (Section 34(3)) | — | 2 | 2 | 2 | — | — | 2 | — |
| Early Termination of Collective Agreement (Section 39(3)) | — | 18 | 18 | 15 | 1 | — | 16 | 2 |
| Trade Union Financial Statement (Sec. 63) | 1 | 1 | 2 | — | 1 | — | 1 | 1 |
| Complaints respecting work Assignment Disputes (Jurisdictional Disputes) under Section 66 | — | 3 | 3 | 1 | 1 | 1 | 3 | — |
| Review of Interim Order of Jurisdictional Disputes Commission (Section 66(6)) | 1 | — | 1 | — | 1 | — | 1 | — |
| Question of Whether Person is Employee (Sec. 79(2)) | 8 | 18 | 26 | 10 | 2 | 7 | 19 | 7 |
| Reference of Questions in Conciliation Application (Section 79a) | 2 | 15 | 17 | — | — | — | 17 | — |
| Total | 131 | 1,315 | 1,446 | 746 | 196 | 131 | 1,315 | 146 |

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SR
REF
CIR

Applications for conciliation services made under the labour relations act and disposed of in fiscal year 1966-67

A - Disputes dealt with at first conciliation stage

| | Disputes | Number of Employers | Employees |
|--|----------|---------------------|-----------|
| 1. In process at beginning of Fiscal Year | 203 | 227 | 25,067 |
| 2. Referred to Officers during Fiscal Year | 1,071 | 1,326 | 177,381 |
| 3. Total in process during Fiscal Year* | 1,274 | 1,553 | 202,448 |
| 4. Disposed of during Fiscal Year | 1,105 | 1,341 | 187,155 |
| (a) Settled | 618 | 766 | 65,090 |
| (b) Not settled | 476 | 564 | 121,296 |
| (i) referred to Conciliation Boards | 176 | 218 | 87,790 |
| (ii) No Board granted | 300 | 346 | 33,506 |
| (c) Lapsed or Withdrawn | 10 | 10 | 768 |
| (d) Mediator | 1 | 1 | 1 |
| 5. In process at end of Fiscal Year | 169 | 212 | 15,293 |

B - Disputes dealt with at second conciliation stage

| | | | |
|--|----------|---------------------|-----------|
| 1. In process at beginning of Fiscal Year | 86 | 115 | 10,255 |
| 2. Referred to Boards during Fiscal Year following Officer Procedure (Item A4(b) (1) above) | 176 | 218 | 87,790 |
| 3. Total in process during Fiscal Year | 262 | 333 | 98,045 |
| 4. Disposed of during Fiscal Year | 241 | 310 | 90,364 |
| (a) Settled | 102 | 147 | 36,338 |
| (i) reported settled by parties themselves before Board constituted and operating, or before formal report is made | 23 | 26 | 3,272 |
| (ii) Board report submitted; settlement reached during hearings | 79 | 121 | 33,066 |
| | Disputes | Number of Employers | Employees |
| (b) Board report submitted, no settlement reached during hearings | 139 | 163 | 54,026 |
| (c) Lapsed or Withdrawn (before Board fully constituted, or before Board makes formal report) | — | — | — |
| 5. Conciliation Boards still in process at end of Fiscal Year | 21 | 23 | 7,681 |

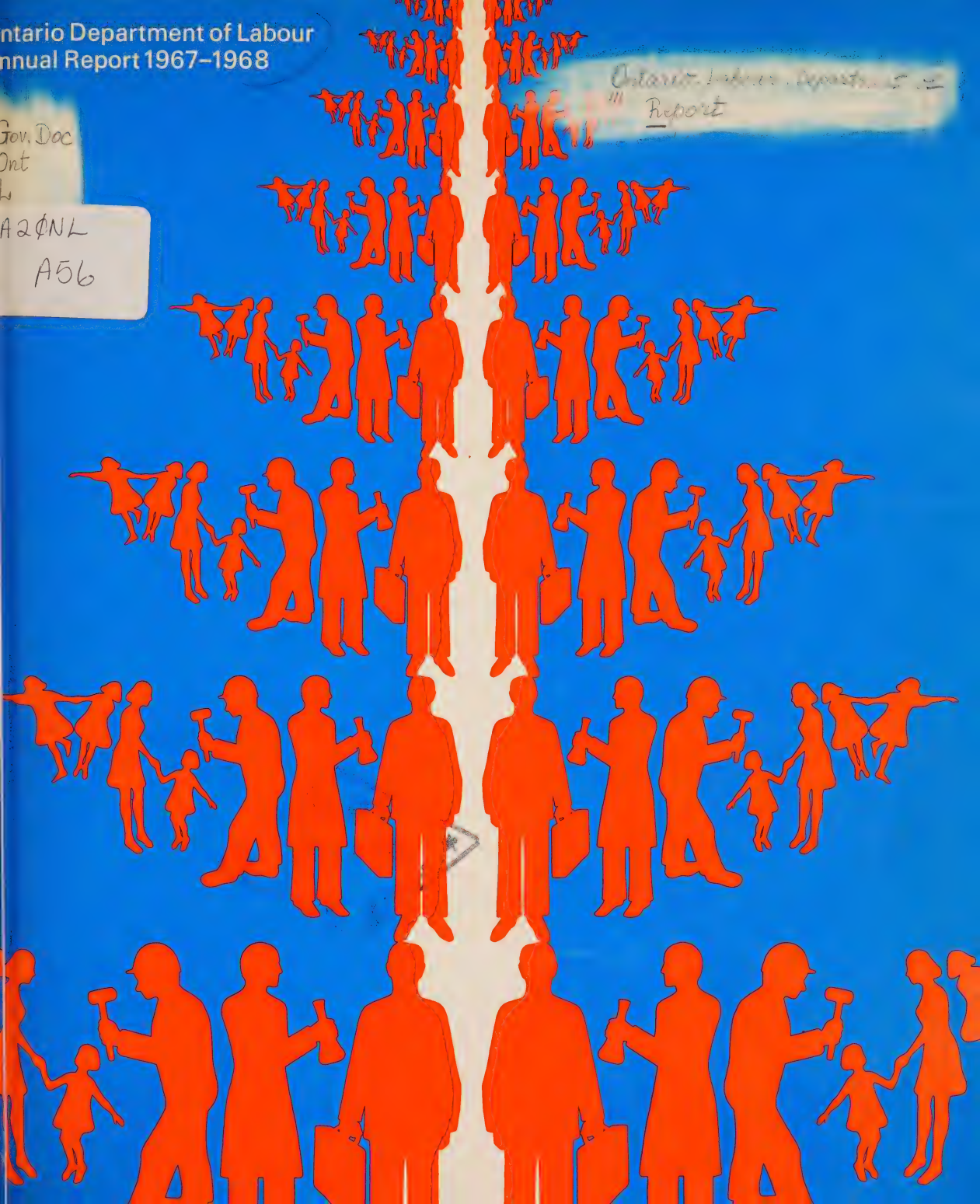
*A total of 1,553 individual officer appointments were made, 1,326 in the fiscal year under review and 227 in process at the beginning of the fiscal year.

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Ontario Labour Department
Report



Ontario Department of Labour
Annual Report 1967-1968

49th Annual Report

April 1, 1967/ March 31, 1968
For the fiscal year ending March 31, 1968

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Hon. Dalton Bales, QC, Minister
T.M. Eberlee, Deputy Minister

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Letter of Transmittal

To His Honour the Lieutenant Governor
in Council

May it please Your Honour :
The undersigned has the honour to present
the forty-ninth Annual Report of the
Department of Labour for the fiscal year
ending March 31, 1968.

All of which is respectfully submitted.

Dalton Bales

Hon. Dalton Bales, QC
Minister





Introduction

The activities of the Ontario Department of Labour have expanded considerably since its establishment in 1919. The original concern of the Department was in administering legislation to protect women and children and to ensure safe working conditions. Today, its areas of responsibility also include the regulation of hours of work, minimum wages and other labour standards, the protection of workers against discrimination, the upgrading of the skill level of the labour force and the supervision of labour-management relations. This report presents a summary of developments in these areas during the fiscal year 1967/68.

The Department's operation during the fiscal year occurred against a backdrop of high levels of economic activity. The Ontario economy experienced its seventh year of continuous expansion, with the Gross Provincial Product increasing 7.8 per cent to \$24.9 billion in 1967. Due to rapid price increases, however, the rate of growth in real terms was only 3.7 per cent. This was somewhat lower than the growth experienced during the earlier part of the expansion. The rate of growth in the first quarter of 1968 was substantially higher than in 1967, thus raising the level of performance for the fiscal year 1967/68 somewhat above the figure quoted above.

The number of employed increased by 94,000 in 1967, but there was an even larger increase in the labour force. The result was a slight moderation of tight labour market

conditions and the unemployment rate increased from 2.5 per cent in 1966 to 3.1 per cent in 1967. Despite this development, average weekly wages and salaries increased from \$99.37 in 1966 to \$105.87 in 1967. This represented a 6.5 per cent increase which was higher than the corresponding increase over the period 1965/66 by almost 1.3 per cent. As of March, 1968 the seasonally adjusted unemployment rate was 3.8 per cent, and average weekly wages and salaries had increased to \$110.13.

The tight labour market and rising prices and wages opened the way to hard bargaining between labour and management. The result was a very active year for the Department's labour relations services. The Conciliation Branch dealt with 1,545 collective agreement disputes involving 2,197 employers and 223,886 employees. This was an increase of 21.3 per cent over the previous year. Reflecting the change of approach to conciliation activities, the percentage of disputes referred to Conciliation Boards declined from 10 per cent in 1966/67 to 6 per cent in 1967/68.

The fiscal year 1967/68 also witnessed the establishment of a large number of new collective bargaining relationships. Applications for certifications by trade unions exceeded 900 for the fourth successive year. This, in part, produced one of the busiest years in the last decade for the Ontario Labour Relations Board. The Board received 1,473 applications and complaints of all kinds, an increase of 11 per cent over the previous fiscal year.

In order to meet the demand for skilled manpower, the Department's training activities, including the administration of apprenticeship and short-term training in industry, were maintained at high levels. A significant development during the year was the absorption of the Provincial Institutes of Trades and Ontario Vocational Centres by the newly created Colleges of Applied Arts and Technology. The expanded facilities that were made available permitted a substantial growth in school training.

About 8,000 apprentices attended the various schools in 1967/68 as compared to slightly more than 5,000 in 1966/67. This expansion was also due in part to an increase in allowances available for apprentices attending trade schools.

In response to recommendations by The General Advisory Committee on Industrial Trades in Ontario, a 'block' or 'modular' training concept is now being developed. Pilot projects are being prepared for trial in various firms with the ultimate intention of applying the concept to all forms of training in industry.

In the area of safety, developments proved encouraging. Despite an increase in employment, there was a decline in the number of industrial accidents reported this year. The Department's concern was reflected in increased safety inspections. To widen the existing knowledge of accident prevention, research activity in the area of safety has been expanded. In addition to a program designed to develop more effective methods of utilizing accident statistics, a research project that examines the causes of accidents amongst young workers has been undertaken.

Reflecting the vigorous enforcement and inspection activities of the Labour Standards Branch in previous years, payroll inspections in response to complaints of minimum wage violations continued to decrease. These totalled 1,520 in 1966/67 compared to 1,944 in 1967/68. A total of 29,617 routine investigations were completed with respect to all legislation under the jurisdiction of the Branch. The field staff of the Labour Standards Branch also co-operated with the Research Branch in gathering data for a survey of wage rates, hours and premium pay practices. The purpose of the survey was to measure the impact of pro-

posed changes in minimum wages and other working conditions in industries that would be most affected by higher employment standards.

1968 was designated the International Year for Human Rights. Appropriately, the Ontario Human Rights Commission had its busiest year since its inception in 1962. The number of formal cases investigated by the Commission during the fiscal year 1967/68 increased by approximately 60 per cent over the 1966/67 figure. This increase to 536 formal complaints represents the sixth substantial rise of the Commission's case load in as many years. The Commission also co-operated with and helped to staff the Ontario Committee for Human Rights, a body established to co-ordinate the activities of Ontario organizations. Another project was the establishment of the Windsor Advisory Committee on Employment, a body set up to conduct a one-year program for the Commission and the City of Windsor. The purpose of the Committee is to create employment opportunities for minority group members in Windsor, and to advise the Commission on ways of helping these groups take advantage of the employment and training opportunities which exist in that community.

In April 1967, the Women's Bureau established its Career Centre for counselling married women wishing to enter the labour force. In one year's operation, more than 1,000 women received vocational advice.

To assist new Canadians of various ethnic origins gain a fuller understanding and ap-

preciation of the programs and legislation administered by the Department, a translation services section was established.

Besides handling translations of documents in more than nine languages, the staff of the section has been actively employed as interpreters, particularly in the Labour Standards and Industrial Training Branches.

In addition to these activities, every branch carried out projects designed to keep the Department's operations responsive to changing needs. The following reports reflect in detail the nature of the developments that have occurred during a vigorous period in the Department's history. An indication of the Department's expanding role is the increase of the personnel complement by 123 for the fiscal year 1967/68. This brings the complement to 999 as of March 31, 1968 — a long way from the 201 recorded in 1949.





Manpower Services Division

Executive Director
R.M. Warren

The Manpower Services Division was established in June, 1966 under an Executive Director to co-ordinate the activities of those branches directly concerned with the quality, quantity, economic protection and productivity of the work force. At the end of the fiscal year these were the Industrial Training Branch, Labour Standards Branch, Women's Bureau and the Office of the Athletics Commissioner.

Industrial Training Branch

In 1965, the Apprenticeship Branch became the Industrial Training Branch responsible for two training methods, long-term apprenticeship and short-term skill training. Inspection, counselling and administrative staff were increased from 90 people to more than 220, many of them training specialists.

The Branch has geared its training system to co-operate with industries in their desire to carry out programs and adopt the training and re-training habit so that labour supply will not lag behind demand.

Labour Standards

The Labour Standards Branch was created in late 1963 to administer legislation pertinent to the economic well being of the work force in Ontario. The nucleus of the Branch was the Industry and Labour Board which for many years controlled some of the statutes that are now part of the Branch.

The Branch is responsible for :

a) Minimum Wage Act

Where a worker is not protected by a collective agreement or an effective industrial standards schedule, it has been found necessary to protect him with a minimum wage. The minimum hourly wage rate in effect during the fiscal year was \$1.00 per hour for most employees in the province and \$1.25 per hour for persons in the construction industry;

b) Hours of Work and Vacations with Pay Act

This establishes a work-maximum of eight hours a day and a forty-eight hour week. Where overtime hours are required, the Branch controls this procedure under an industrial permit system. Also, every worker is now guaranteed a vacation with pay which entitles a person with one year of service to one week of holiday based on 2 per cent of the worker's annual gross earnings. Employees with three or more years of service receive two weeks vacation calculated at 4 per cent;

c) Wages Act

Each worker is protected by a plan which makes it mandatory for an employer to provide the employee with a wage statement for each pay period;

d) Industrial Standards Act

Specified industries in designated zones have fixed schedules of wages and working conditions which provide for trade rates and conditions of employment comparable to trade union contracts. These schedules affect virtually all of the construction trades, the garment and needle trades and the barbering industry;

e) Fair wage schedules on government contracts

This regulation ensures fair wages and working conditions for all workmen employed by a contractor or subcontractor doing work on roads or building structures for the Department of Highways, Public Works, Water Resources and the Ontario Housing Corporation. This policy also protects a contractor from unfair wage competition;

f) Employment Agencies Act

This legislation provides for the licensing and regulating of employment agencies and is applied to any business which for a fee, either assists employers to find employees or helps people to find work.

The programs of the Branch are supported by a fully trained staff of Labour Standards Officers.

Women's Bureau

Canada's first Provincial Women's Bureau was founded in Ontario in 1963 in recognition of the fact that women constituted one-third of the total labour force. The service of the Bureau and its overall task is to examine the nature, needs and extent of participation of women in the labour force. It encourages and promotes maximum employment opportunities for women of the province and assists them in integrating into the labour force as effectively as possible by advising them of areas of employment statistics and training opportunities available. Recently the Bureau has provided counselling in depth to mature women re-entering the work force.

The Office of the Athletics Commissioner

The Athletics Commissioner assists in the administration of *The Athletics Control Act* and Regulations made under the Act. The Office was established to supervise boxing and wrestling in Ontario and, while it still supervises the licensing, taxing and the operation of professional boxing and wrestling events, emphasis has been shifted from this regulatory function, to the assistance, promotion and encouragement of organized and amateur sports and sport associations. The Commissioner assists these groups through the providing of equipment and grants to minor athletic clubs throughout the province. Each year, the Commissioner plans the systematic promotion and assistance of a particular amateur sport activity. To date, substantial contributions have been made to track and field, women's softball, lacrosse, basketball, football, volleyball, field hockey and soccer.

Industrial Training Branch

Director

W.F. Davy

Training-in-industry, as administered by this Branch, includes both short term training in which skills can be taught in one year or less and apprenticeship training in which trainees are under contract from two to five years. The widest possible range of skills and trades is made available, with occupations hitherto almost unknown now becoming commonplace.

The application of compulsory certification to plumbers, sheet metal workers and steamfitters, the increase in active apprentices, and the development of new training methods have created new growth in the Branch, which now has a staff of office and field personnel totalling 262.

Office procedures within the Branch are being continually streamlined and many improvements have already been effected. The Systems and Automatic Data Processing Branch of the Department is working closely with the Branch toward the institution of automated procedures. Within the next year a great deal of manual work now being performed will have been transferred to computer operations. This will apply particularly to the issuance of annual renewals of certificates of qualification. Other functions will also change from manual to electronic processing.

Apprenticeship Training

Long-term apprenticeship, which has a long history, is still the most acceptable method of ensuring that a beginner develops into a competent journeyman in all functions of his trade. For the promotion and development of apprenticeship the province is divided into five regions, each administered by a Supervising Counsellor. Under them 66 field counsellors work closely with prospective and registered apprentices, employers, unions and secondary schools to provide guidance in development of the skilled tradesmen required in industry and services.

Mainly because of construction strikes and lockouts during the year, registrations in regulated trades fell from 5,589 in 1966/67, to 5,315 in the year under report. A similar

situation appeared in trades without regulations where registrations dropped from 1,551 to 1,136. Contracts in force as of March 31, 1968 however, rose to 16,324 in comparison with 15,046 on the same date in 1967.

The counselling staff of the Toronto office alone interviewed 21,230 members of the public seeking information concerning employment as apprentices or journeymen. Inability of many in English has led to innovations in staff duties. A translation bureau has been formed within the Public Relations and Information Branch. The Industrial Training Branch, as the greatest user of this service, has had permanently assigned to it one of the Bureau staff. Assisted by a citizenship officer of the Industrial Training Branch, the two, between them, can interpret or translate in ten languages. In addition, two resident counsellors and a student welfare officer voluntarily registered in conversational Italian courses and are now able to converse to some degree in that language during interviews.

The progressive achievement test continues to expand and prove its worth. Throughout the province 2,996 applicants were tested who could not produce proof of the Grade 10 education necessary for apprenticeship. Of these 1,860, or 62 per cent, were successful in indicating a knowledge level equivalent to Grade 10 or higher.

Trade Schools

During the year, the former Provincial Institutes of Trades and Ontario Vocational Centres were absorbed by the newly created Colleges of Applied Arts and Technology. Colleges offering apprenticeship courses during the year include George Brown, Centennial, and Humber (Toronto), Algonquin (Ottawa), Cambrian (Sault Ste. Marie) and Fanshawe (London).

The expanded facilities now permit each apprentice to attend three periods of related training: a basic course during the first year of apprenticeship, and an intermediate and an advanced course before completion of his contract.

The tremendous upsurge in school training is evidenced by the 8,011 apprentices attending the various schools, as compared to 5,203 in the previous year. The building trades led with 3,484 registrations followed by motor mechanics (2,699), body repair (361), hairdresser (470), chef (330), barber (153), tool and die (161), machinist (117), millwright (100), baker (54), radio and TV technician (33), structural steel shop drafting (19), and watch repair (10).

In addition, 114 apprentices attended night school classes, and 37 studied by means of approved correspondence courses.

The heavy increase in school attendance may be due in part to the increased allowances paid the apprentice while at a trade school. These now range from \$35.00 to \$90.00 weekly, depending on the apprentice's marital status, dependants, and whether he must leave home to attend school.

Certificates of Qualification

Ontario regulations are in effect for 20 trades. Of these, barbers, air conditioning and refrigeration workers, electricians, hairdressers, motor vehicle repairers, plumbers, sheet metal workers, steamfitters and watch repairers call for compulsory certification. This means that only registered apprentices and holders of certificates of qualification may work at the trade. The trades of cement mason, chef, dry cleaner and launderer, lather, and radio and TV service technician are open to voluntary certification.

The remaining regulations include bricklayer, carpenter, ironworker, mason, painter and decorator, and plasterer. Voluntary certification is under consideration for several of these trades.

Applications for certificates continued to be extremely heavy with 24,381 being received. Plumbers (6,832), electricians (4,462) and steamfitters (4,372) accounted for the majority in the compulsory certified trades, while 1,615 applications from the voluntary group included 1,075 in the radio and TV field.

Workers in certified trades who are employed in general industry are exempt from compulsory certification, but many apply voluntarily in order to secure proof of competence.

Examinations for the red Inter-Provincial seal may now be attempted by holders of certificates of qualification in the trades of motor vehicle repairer, construction electrician, and plumber and sheet metal worker. Thirty seals were awarded to journeymen during the year, and 15 of these were to graduate apprentices. These graduates, while qualifying for the apprenticeship certificate on graduation, had not attained the required 70 per cent at that time to obtain the seal.

Private Schools

No change has occurred in the numbers of private schools licensed by the Director to teach certified trades. Four barbering and 23 hairdressing schools enrolled 97 and 1,432 students respectively, as compared to 127 and 1,355 in the previous year.

Certificates of Apprenticeship

Certificates were awarded to 2,738 apprentices who completed their contracts during the year in regulated trades. Of these, 807 gained the required 70 per cent in the final examination for their trade and received the red Inter-Provincial seal by which the holder's ability is recognized by participating provinces.

A total of 594 apprentices completed contracts in trades without regulations.

Short-Term Training-in-Industry

This program concerns assistance to employers in the development of schedules and methods of training in those skills which can be taught and absorbed in a period not exceeding one year. It applies to both the unemployed worker as well as the skilled employee who because of technological change must be retrained.

During the year such projects were instituted in 187 firms, involving 62 widely varying skills; 5,553 trainees entered training during the year, at the end of which 4,199 had graduated to full wage earnings.

Provincial Advisory Committees

Formed by authority of the Minister, these committees provide a valuable service to the Branch by advising on matters affecting a specific trade. Each consists of equal representation from labour and management, and meetings are chaired by a senior member of the Branch. The present list includes the following trades: Air conditioning and refrigeration, baker, barber, bricklayer, carpenter, cement mason, chef, dry cleaner and launderer, electrician, glazier and metal mechanic, hairdresser, heavy duty equipment repairer, ironworker, lather, machinist, motor vehicle repairer, painter and decorator, plasterer, plumber and steamfitter, radio and television service technician, retail meat cutter, sheet metal worker, stationary engineer, terrazzo, tile and marble setter, tool maker, watch repairer.

New Developments in Training

The 1963 Report of the Select Committee on Manpower Training recommended supplementing apprentice training with additional forms of occupational training. The General Advisory Committee on Industrial Trades in Ontario, established by the Minister in September 1966, was firm on the need for new approaches and techniques for manpower development in industry.

The General Advisory Committee, with Dr. C. R. Ford, former Director of the Technical and Vocational Training Branch, Federal Department of Labour, as chairman, consisted of seven senior officials each from labour and management. They represented such major industries as automotive, electrical, mining, pulp and paper, and steel. One of their purposes was to investigate methods of occupational training with a view to recommending an approach that would be flexible enough to meet the diverse needs of employers and workers in general industry.

The committee studied training systems in operation in other countries and jurisdictions and agreed that training in industry for trades and occupations should be developed on a 'block' system (parts or segments of a total program). Some advantages of the 'block' system are:

- a) more rapid advancement to full production in a single skill
- b) eventual qualification as a tradesman by acquiring additional 'blocks' which form the total required for that trade.

The 'block' or 'modular' concept now being developed by this Branch is receiving wide interest by labour, management and educators. Pilot projects are being prepared for trial in various firms with the ultimate intention of applying the concept to all forms of training in industry.

**Labour Standards Branch
Director
M.E. Howard**

The Labour Standards Branch during the year under review administered *The Minimum Wage Act*, *The Hours of Work and Vacations with Pay Act*, *The Industrial Standards Act*, *The Employment Agencies Act* and Section 10 of *The Wages Act*.

The Branch is also responsible for setting wage rates, both regular and premium, and establishing working conditions for competent tradesmen employed under a program known as the 'Fair Wage Schedules for Government Contracts' which applies to Departments of Government including the Ontario Water Resources Commission and the Ontario Housing Corporation.

The Branch has the additional responsibility of issuing permits approving of wage rates for handicapped workers and persons who perform work for employers in their homes. On January 1, 1969, the new *Employment Standards Act* will become effective and introduce a new minimum wage of \$1.30 an hour for general industry and such items as overtime pay, statutory holidays and equal pay for equal work. Also, the Branch is to be re-named the Employment Standards Branch.

Industry and Labour Board

The Industry and Labour Board is a division of the Branch and was specifically responsible for administration of *The Hours of Work and Vacations with Pay Act* and *The Minimum Wage Act*. This will be changed with the introduction of the new act.

The Board consists of a Chairman and two members appointed under *The Department of Labour Act*. The primary function of the Board is to meet with employers and employees, or their representatives, to explain the Acts and Regulations administered by the Board.

**The Industrial Standards Act and
Fair Wage Schedules on Government
Contracts**

The above are administered separately by a Director of Labour Standards, appointed under *The Industrial Standards Act*, who is also the appointed Director of the Branch.

Minimum Wages

The Minimum Wage Act provides a measure of protection for employees, especially those who are not protected by a collective agreement and who may be at a disadvantage in selling their services.

The orders made by the Board under the Act set rates of wages of \$1 an hour for persons employed in general industry and the hotel and restaurant industry, and \$1.25 an hour for persons working in the construction industry. There is also an order applicable to the taxi cab industry.

Payroll Inspection

As a result of complaints received, 1,520 Minimum Wage investigations were conducted, in addition to 29,617 routine investigations with respect to all legislation under the jurisdiction of the Branch. A total of \$41,179 was collected from 653 employers, on behalf of 1,308 employees. A further \$5,536 was paid directly to 134 employees by 62 employers, as a result of Branch activity. The reduction of monies collected reflects the effect of strict inspection and enforcement activities of the Branch in previous years. The Minimum Wage Division approved the issuance of 144 Handicapped Workers Permits, 425 Permits to employ Homeworkers, and 3,299 Permits to Perform Homework. Meetings were held with 28 groups of employers or employer associations, and 153 employees were interviewed. The Branch laid 11 charges under *The Minimum Wage Act*, resulting in three convictions, one withdrawal and on March 31, seven charges were still to be heard.

Industrial Standards

The Industrial Standards Act, enacted in 1935, can play a useful role in the economic stability of an industry. The Act differs from other government legislation in that it invites employers and employees working in an industry to join together to eliminate unfair competition by setting wage standards and conditions for their industry in a competitive area.

The standards are set in the form of a schedule which applies to all who work in the industry in the applicable zone. The Act requires that the Minister and the Lieutenant Governor in Council approve of any schedule before it may become law in the zone.

Administration of the Act is under the Director of Labour Standards, under whom advisory committees, constituted for each schedule and consisting of employers and employees, function as enforcement agents. The committee has no resources except in six industries designated as interprovincially competitive, where there is authority to assess employers and employees to provide funds for enforcement of such schedules through appointment of inspection staff and auxiliary help.

As of March 31, 1967, there were 153 schedules in force applying to the barbering, construction and needle trade industries in the province. The schedules applied to 109 geographical areas designated as zones, of which 79 applied to the barbering industry and 30 to the construction industry.

The Province of Ontario is also designated as a zone for six interprovincially competitive industries, commonly known as the needle trade industries consisting of the ladies' cloak and suit industry, the fur

industry, the ladies' dress and sportswear industry, the millinery industry, the men's and boys' hat and cap industry and the men's and boys' clothing industry.

During the year amendments were made to 33 schedules throughout the province and three new schedules were enacted for the barbering industry.

Wage records of 893 firms were investigated during the year, which resulted in \$77,217.14 in arrears of wages being levied against 247 firms, involving 856 employees.

The Hours of Work and Vacations With Pay Act

This division of the Branch administers the Act which limits working hours in industry to a maximum of 48 hours a week and provides for vacations with pay.

An employer may, with the approval of the Director, provide for extension by not more than 12 hours in excess of the 48-hour week of an engineer, fireman, receiver, shipper, watchman and certain categories of non-productive work and for extension by not more than 100 hours a year of the 48-hour week of other employees. Approval for extension of the work week up to 12 hours was granted to 273 employers, and authorization of up to 100 hours annually was granted to 2,542 employers during the year. An extension of working hours beyond 48 in the week may also be allowed in special circumstances under permit by the Board. During the year, 687 such permits were issued because of the special nature of the work or the perishable nature of the raw material being handled. Emergency situations requiring hours in excess of 48 in the week must be reported to the Board. Although, in general, there remains a shortage of supply of skilled and semi-skilled workers, there was a slight reduction of approximately 3 per cent in the number of authorizations issued during the year.

The Branch received 4,997 complaints from employees regarding violations of the Act. This represents an increase of 698, or 16 per cent over the previous year, and in each case an investigation was made. Sixty-seven prosecutions were instituted. Convictions followed in 41 cases; 14 cases were withdrawn and 12 cases were incomplete at the end of the fiscal year.

It was noted in last year's report that the changed vacation-with-pay provisions, effective July 1, 1966, had resulted in a very noticeable increase in assessments made for that year. This trend continued and vacation credits totalling \$313,609 were collected through the Branch trust account, and a further \$122,249, also uncovered by investigation, was paid directly by employers to employees. This totals \$435,858 and represents money from 4,536 employers paid to 27,910 employees.

Value of vacation pay stamps purchased by employers during the year totalled \$13,024,078 and 132,731 vacation-with-pay stamp books were purchased from the Branch. Total value of stamps purchased since 1944 is \$203,356,861. These vacation pay stamps are available at all branches of the Province of Ontario Savings Office or from any chartered bank in Ontario.

Fair Wage Schedules on Government Contracts

The purpose of Fair Wage Schedules on Government Contracts is to ensure that all workmen employed by a contractor to do work for, or on behalf of any department of government receive a fair wage rate for their labour.

During the year, the Labour Standards Branch furnished fair wage schedules for 554 contracts in the road building industry, valued at an estimated \$134,446,696.

Fair wage schedules were furnished for 283 contracts for all other departments of the government, including the Ontario Water Resources Commission and the Ontario Housing Corporation. These had an estimated value of \$167,931,138.30.

The Employment Agencies Act

The Supervisor and the staff responsible for administering this Act form part of the Labour Standards Branch, and are assisted by the field staff of the Branch for purposes of direct investigations throughout the province. This section controls the licensing and regulating of employment agencies in the province.

The Act has a broad coverage being applied to any business which for a fee, reward, or other remuneration, either assists employers to obtain employees or helps people find employment. Many different types of businesses perform the services of an employment agency. Some describe themselves as employment agencies or as nurses' registries, model agencies or personal service bureaus obtaining employment for persons as sitters or homemakers; while others are businesses specializing in some professional area as well as operating in the employment agency field.

Currently, there are four classes of employment agencies licensed under the Act: Class A agencies are concerned with finding persons for employment in any occupation and may charge only the employer a fee. This class of agency forms the largest group of licensed employment agencies and represented some 76 per cent of the 272 businesses operating under licences issued during the fiscal year 1967/68. Class B agencies find employment for persons seeking work in any occupation, other than as sitters and homemakers. Class C finds employment for sitters only, Class D finds employment for both sitters and homemakers. The latter three classes of agencies may charge fees only to the persons for whom employment is procured and these fees are fixed by regulations.

The employment agency business has grown rapidly in recent years and has become a million-dollar industry, referring thousands of workers to jobs annually in Ontario. The growth of the industry is reflected in the many activities carried on in this area of departmental service. Branch activity encompasses a large amount of research and includes the review and investigation of businesses individually and by group to determine if their activities bring them under the legislation: the review and investigation of new applications; the processing of bonds and securities; the administration of matters dealing with renewals of licences; and the conducting of many educational and informative interviews and conferences with prospective licensees or their representatives and with other persons or associations interested in employment agency legislation. The personal interviews held by the supervisor were in greater demand during 1967/68 on matters dealing with proposed new employment agencies and the correction of practices and procedures and other matters in the operation of agencies.

The current supply and demand of professional and skilled employees in industry has continued to lay stress on the services of employment agencies and, in turn, has resulted in a large volume of work occurring in the administration of the legislation. While applications for licences during 1967/68 dropped slightly to 116 from the high peak of 126 for the previous fiscal year, the total of initial, or first, licences issued remained at 120 and renewals of licences issued with an expiry date of March 31, 1968, totalled 236 as compared with 183 issued in 1966/67. The total of first licences and renewals of licences issued reached 356. This amount represents the largest number of total licences issued in a fiscal year, being about 17 per cent higher than the previous record reached in 1966/67.

Complaints

There were two official complaints received during the year. Both were resolved and corrective measures instituted by the supervisor.

Hearing and Prosecutions

The Supervisor did not hold any hearings, and there were no prosecutions under the Act during 1967/68.

Women's Bureau Director Mrs. L. R. Betcherman

The Women's Bureau was established in 1963 in recognition of the growing importance of women to the economy. In 1967, 31.9 per cent of the total labour force in Ontario was female – an annual average of 906,500 working women rising to a peak of 958,000.

The purpose of the Women's Bureau is to study the particular needs of women workers, to make recommendations to improve their position, and to assist in increasing the efficiency of their economic contribution.

The Bureau functions primarily as a research and information bureau on and for working women. Three basic groups of women are aided by studies, publications, and programs produced by the Bureau. They are women already working, women who have been out of the labour force for a number of years raising families and who now wish employment, and teenagers who have yet to decide what kind of careers they will pursue. In 1967 attention was focused on the problems of re-entry by women to the labour force.

Women's Bureau Careers Centre

The outstanding characteristic of the female labour force is the increasing participation of married women. Before the Second World War only one out of 20 wives worked, today one out of four is working. This reflects a trend for women to re-enter the labour force at the point of diminishing family responsibilities. Statistics corroborate this, since over the past 15 years the most rapid rate of increase in labour force participation has been among women over 35. Owing to the discontinuity in their work lives, this group has a special need for advice on training and employment.

In April 1967, the Women's Bureau Careers Centre was established to meet the mature woman's need for occupational counselling. In-depth interviews by a

trained counsellor provide vocational assessment and advice to clients who fit the requirements of some post-secondary education and no recent labour force attachment. This is a pilot project for the Toronto area only and, in the first year, 458 women have been interviewed. Ineligible applicants are given occupational information over the telephone and are referred to appropriate services. More than 500 telephone consultations have been given. In a year's operation, over 1,000 women have received vocational advice from the Women's Bureau Careers Centre.

There is careful follow-up and documentation of the service. Each client is telephoned approximately three months after her interview. The research objective of the follow-up is to determine whether clients have taken constructive steps towards the working world; the results are also a measure of the success of the service. The rate of success is considerably higher than expected. A preliminary survey of the first 111 clients revealed that 63 per cent were either at work or training for work.

The service was also designed as a research project. The client fills in a questionnaire on arrival and further information is provided by the counsellor's record of the interview. The aim of the study is to determine the career motivation and aspirations of this group of women, the obstacles which stand in their path, and their labour force potential. Analysis of data is in process, and findings will be published in the coming year.

Information

The Women's Bureau conducts a wide public education program through distribution of its literature, speaking engagements, television and radio appearances, provision of source material for articles and programs on working women, and a specialized pamphlet and clipping library for the use of the interested public.

In the past year more than 35,500 copies of pamphlets and studies published by the Bureau were distributed to schools, unions, business and industry, community groups, women's organizations, as well as to individuals. Especially in demand were *Law and the Woman in Ontario*, a 16-page booklet outlining the legal rights and responsibilities of married women in this province; *Ontario Labour Legislation of Interest to Women Workers*; and an up-dated version of the statistical pamphlet, *Who Are Ontario's Working Women*?

The public was kept well informed of the work and philosophy of the Bureau through generous newspaper, television and radio coverage. In the period under review, Bureau personnel fulfilled 34 speaking engagements across the province and 21 radio and TV appearances. Subjects covered included the role of the Women's Bureau, the history of working women in Ontario, labour legislation, special problems such as day care, sex discrimination, taxation matters, and education and training opportunities for girls and women.

A specialized library on subjects related to the working woman has received considerable use by journalists, university personnel, and other individuals engaged in studies on the employment of women. The Royal Commission on the Status of Women has created great demand for information on working women, and library and staff resources of the Bureau were much utilized by those preparing submissions to the Commission.

Legislation Pertaining to the Female Labour Force

Part of the role of the Women's Bureau is that of adviser to the Department on legislation appropriate to the female labour force. The stage of protecting women workers from exploitation has passed, but there is still need for legislation to ensure them equal opportunity in employment.

Over the past year, the Bureau made an intensive study of the problem of equal pay for equal work and recommended ways and means of making this legislation more effective.

Another area of investigation was that of night work for women. At the request of the Employment Branch, the Women's Bureau studied the continuing usefulness of the requirement that employers provide private transportation for female employees who must leave their place of employment between midnight and 6 a.m.

Canadian National Exhibition

Again this year at the Canadian National Exhibition the Women's Bureau gave career information to girls and women. As part of the booth's activities, women visitors were invited to fill out a questionnaire – one for adults and another for students – designed to give the Bureau the opinions of these two groups with regard to the place of work in their lives and the problems faced by working women.

More than 4,000 questionnaires were filled out. Among the housewives 73.3 per cent said they would like to go to work, and 93 per cent of the students expected to work at some time during their marriage.

Summary

The establishment of the Careers Centre has added a new dimension to the Women's Bureau. The introduction of a direct service has deepened and widened the channel of communication with the women it serves, and it has greatly increased public awareness of the work at the Bureau.

**Public Relations and Information Branch
Chief Information Officer
J.D. Burge**

Responding to increased public interest in the diversified programs and functions of the Department, the Public Relations and Information Branch provided a broad range of internal and external services.

The extensive operations of the Branch embraced province-wide display and exhibition activities; continuous liaison with the Ontario news media; publication of a departmental magazine, and numerous brochures, pamphlets and booklets; advertising and promotional campaigns; preparations and distribution of news releases and feature articles; establishment of information and press liaison facilities at departmental and other conferences, and translation and interpreting services.

During the 1967/68 fiscal period, the Branch sponsored 37 displays at various exhibitions, industrial shows and secondary school 'Career Days' throughout Ontario to inform the public of the Department's activities and to stimulate employer-employee interest in industrial training.

Major displays were features of the Canadian National Exhibition, Central Canadian Exhibition, Ottawa, Lakehead Exhibition, and Western Ontario Fair, London. A permanent Labour Department exhibit was established in the Ontario Government's Rainbow Bridge reception area at Niagara Falls.

Plans were initiated for a new portable display and a major CNE exhibit to be used during 1968.

Critical labour-management negotiations, involving participation of the Department's Conciliation Services officers, entailed frequent and, at times, intensive Branch liaison with news media representatives.

The editorial program included preparation and publication of the Department's official magazine *Task*. Issued on a bi-monthly basis, the magazine was distributed to a list of approximately 25,000 individuals, including employers, trade unions, universities, secondary schools, libraries, daily and

weekly newspapers, several associations, as well as Labour Department staff. As the Department continues to expand, the role of this publication becomes increasingly vital as a channel of communication.

During the period under review, the publication received two major editorial awards. Placed among the 'top publications in its category' in the 1967/68 Evaluation and Awards Program competition of the International Council of Industrial Editors, it received an Award of Merit. It also won four Awards of Merit in *GDC 68*, the showing of the best in Canadian graphic design, and in recognition of outstanding performance, the magazine was also recipient of a Certificate of Merit in the 1968 Awards Program sponsored by the Canadian Industrial Editors Association.

The publications section was also actively engaged in the preparation of editorial material associated with the production of booklets and brochures.

Among publications produced for the Industrial Training Branch was an Apprenticeship Trade Descriptions handbook. This booklet won ready acceptance among Ontario secondary school guidance teachers, as well as Canada Manpower Centre counsellors and Industrial Training Branch representatives.

New pamphlets relating to apprenticeship training for the following trades were published: motor vehicle mechanic, electrical and fuel systems repairer (motor vehicle), auto body repairer, carpenter, radio and TV service technician and dry cleaner.

The Branch also handled publication of several other major brochures:
—*Safety in Ontario* (Ontario Labour Safety Council)

—*Safety '66* (Reports of 1966 Minister's Safety Conferences)

—*Law and the Woman* (Women's Bureau)

—*Occupational Trends* (Research Branch)

—*Safeguarding Your Wages, Vacations and Working Conditions* (Labour Standards Branch)

An extensive advertising campaign to promote interest and participation in apprenticeship training conducted by the Industrial Training Branch was completed by the advertising section. Advertisements directed toward employers, potential trainees, educators and counsellors and the general public were placed in all Ontario daily and weekly newspapers and selected ethnic and other publications. The advertising campaign reached a successful conclusion with a three-month car-card service in 14 major centres.

Advertising was also placed on behalf of the Women's Bureau, Ontario Human Rights Commission, and the Personnel and Employment Standards Branches. Institutional advertising was also prepared for several organization and association papers.

News releases and a series of special feature articles relating to the varied departmental operations were widely used by daily and weekly newspapers, ethnic and trade publications and also news departments of the province's radio and television stations.

The press relations section also provided public relations and information services during two major international gatherings—the North American Statistical Conference and the International Conference for Commissions of Human Rights, sponsored by the Department. In addition, the section handled press liaison duties during the Minister's Safety Conferences and the departmental regional conferences mentioned previously.

**Office of the Athletics Commissioner
Commissioner
L.M. McKenzie**

Additional activities included publicity for apprenticeship graduation ceremonies, safety seminars, the Women's Bureau and other departmental events.

To assist new Canadians of various ethnic origins gain a fuller understanding and appreciation of the programs and legislation administered by the Department, the Branch established a translation services section. Personnel of the new section are rendering a vital service to several branches in facilitating communication with non-English-speaking Canadians.

Besides handling translations of documents in several languages, including French, German, Italian, Yugoslavian, Greek, Dutch, Spanish, Polish and Portuguese, the staff of this section has been actively employed as interpreters, particularly in the Employment Standards and Industrial Training Branches.

Consistent with the Department's overall objective of developing and protecting the provincial labour force, the Athletics Commissioner helps to promote physical fitness through the provisions of *The Athletics Control Act*.

Implementing one of the major aspects of this legislation, the Commissioner was active in assisting and encouraging amateur sports and sports associations through grants, awards to Ontario championship winners and donations of new sporting equipment.

Professional boxing and wrestling

Another important part of the Commissioner's work is to issue licences to boxers, wrestlers and to other persons concerned with boxing and wrestling contests and exhibitions.

During the fiscal year 1967/68, a total of 711 boxing and wrestling licences were issued bringing a revenue of \$7,022. Tax receipts from professional boxing and wrestling events amounted to \$8,062.62.

Amateur sports assistance

New equipment was donated to some 1,150 associations sponsoring such minor amateur sport as baseball, softball, basketball, football, hockey, lacrosse, soccer, track and field events, boxing and wrestling. Approximately 65,000 athletes were connected with these associations. This form of assistance to and encouragement of minor amateur sport required an expenditure of \$101,892.21

Donations amounting to \$9,093.97 in the form of plaques, crests, medals and trophies were made to individuals and teams winning Ontario Championships.

Printed material such as rules and regulations on sports, instructional pamphlets and score cards, are provided free of charge.

Grants

Assistance in the form of grants during the year amounted to \$30,000. The three Ontario branches of the Amateur Athletic Union received \$1,500 to help defray operating expenses: Thunder Bay Branch — \$400, Central Ontario Branch — \$600, and South-Western Ontario Branch — \$500.

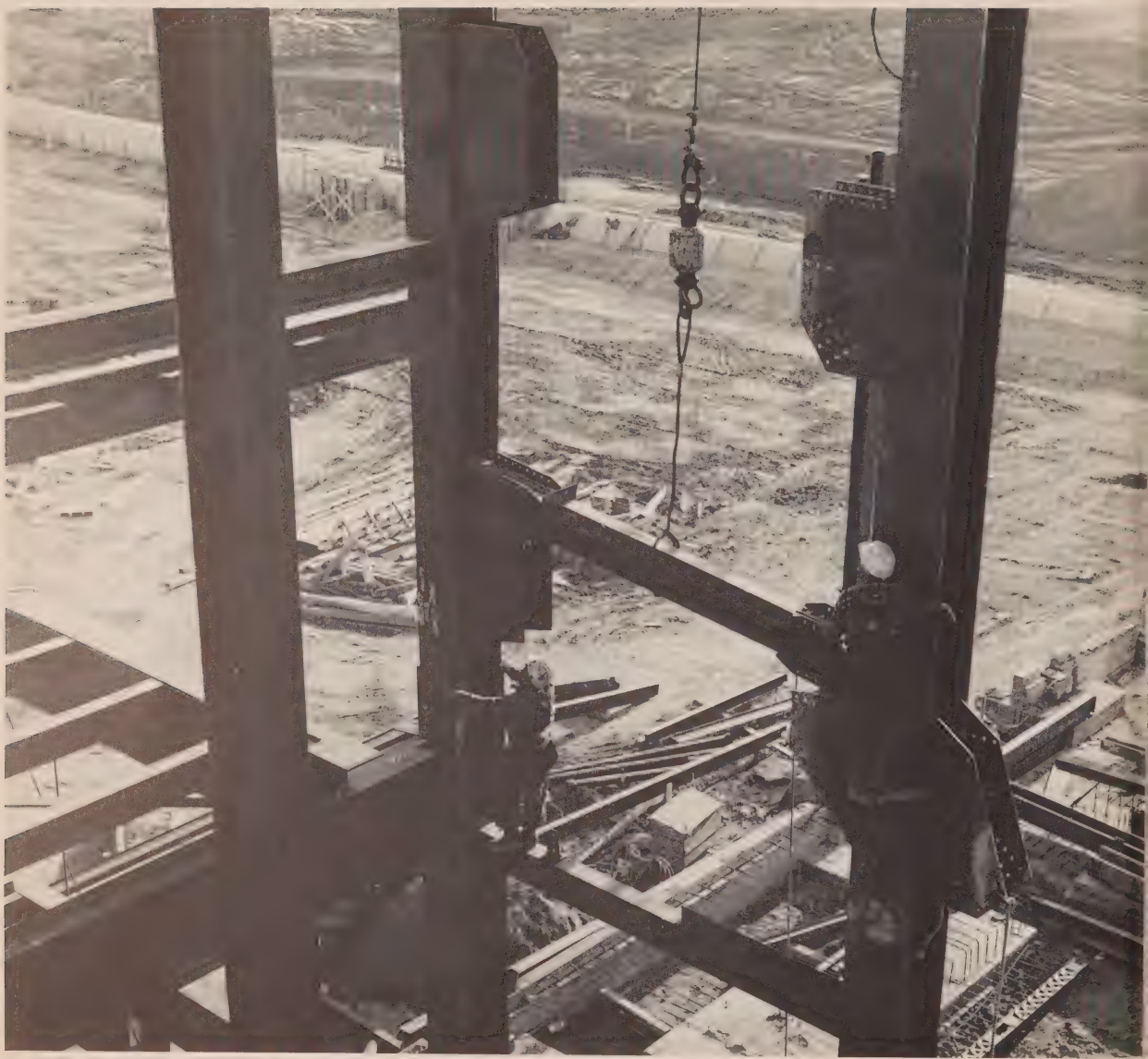
Other grants were: \$1,000 to the Canadian Equestrian Team to help purchase training equipment for the Ontario participants in the Olympics; \$750 to the Canadian Centennial Squash Tournament to assist in the purchase of equipment and awards; \$600 to the Bramalea Athletic Club to help defray travelling expenses of its trip to the Canadian Football Championships in Winnipeg; \$500 to the Ontario Lawn Tennis Association to help pay travelling expenses of Ontario players participating in U.S. tournaments in Miami and New Orleans; \$1,000 to the Ontario Section of the Canadian Amateur Swimming Association for their 1967 swimming fund; \$550 to the Southern Ontario Ski Zone of the Canadian Amateur Ski Association to assist in sending Ontario junior skiers to Duluth for an international tournament, and a grant of \$1,000 towards the purchase of equipment; \$900 to the Ontario Amateur Wrestling Federation to help send wrestlers to U.S. tournaments; \$1,500 to the Canadian Olympic Association to help provide travelling expenses for Canadian athletes attending the Winter Olympic Games at Grenoble, France, and the Summer Olympics at Mexico City; \$650 to the Ontario Fencers' Association to assist in the purchase of electrical equipment; \$750 to the Canadian Yachting Association on behalf of Ontario athletes attending international regattas in the U.S.; \$250 to the 91st Highlanders

Athletic Association towards the maintenance of its indoor wooden track; \$500 to the Canadian Canoe Association (Western Ontario Division) to help purchase equipment; \$1,000 to the Canadian Amateur Ski Association's National Ski Team Fund.

Grants were made to the following organizations to assist in their administrative program — Ontario Amateur Softball Association, \$600; Ontario Rural Softball Association, \$400; Ontario Minor Lacrosse Association, \$500; Ontario Baseball Association, \$750; Ontario Rural Hockey Association, \$750; Ontario Amateur Speedskating Association, \$750; and, Ontario Amateur Basketball Association, \$300.







Safety and Technical Services Division

Executive Director
C.G. Gibson

The Safety and Technical Services Division directs four main types of activities in the development and administration of safety legislation : the study of hazards and their control ; approval of designs ; licensing of installations ; and the field enforcement of statutes and regulations. The Division acts as a co-ordinating head for the activities of five branches : Industrial Safety, Construction Safety, Elevator Inspection, Board of Examiners of Operating Engineers, and Boiler Inspection.

Industrial Safety Branch
Director
H.Y. Yoneyama

A summary comparison of the year's operation with the previous year indicates that, despite an increase in employment, a decrease occurred in the number of reported accidents.

| | 1966-67 | 1967-68 |
|---------------------|-----------|-----------|
| Non-fatal accidents | 29,478 | 28,662 |
| Directions issued | 50,860 | 44,726 |
| Inspections | 62,225 | 64,188 |
| Revenue | \$405,401 | \$372,986 |
| Personnel | 123 | 119 |

The general and administrative budget of \$1,208,500 from April 1, 1967 to March 31, 1968 was 9 per cent higher than the total of \$1,104,500 from April 1, 1966 to March 31, 1967.

Legislation

The Industrial Safety Branch administers *The Industrial Safety Act, 1964, General Regulation 196/64, Foundries Regulation 197/64, and the Grain Elevators Regulation 225/65.*

Personnel

At the end of the fiscal year, the Branch had 119 employees in the following positions :
Director 1
Assistant to the Director 1
Engineers 12
Regional managers 4
Supervisors 8
Inspectors 65
Office manager 1
Office staff 27

Drawing Approval

The engineers approve drawings of all factories, shops, and office buildings of more than 5,000 square feet or more than two storeys in height. By regulation, fees are levied for the services rendered, and

revenue from this source totalled \$372,986 from a total value of \$428,728,250 in projects. The number of approvals was 3,565.

Tagging and Prosecutions

The Act and Regulations require the employer to be responsible for the safety of his industrial establishment. In cases where equipment, such as a punch press, is not adequately guarded and exposes the operator to a source of danger, the most effective way to correct the violation is to put the equipment out of service. There is provision in the Act to 'tag out' unsafe equipment, and during the year 212 machines were tagged out of operation.

Legal action is taken against those who refuse to comply with the requirements of the Act, and 22 convictions for contravention were obtained out of the 30 prosecutions recommended by the Branch.

Research and Development

Two pilot programs on accident prevention were started during the year. One, examining the intangible causes of accidents to youths, is being conducted with the assistance of the Department's own Research Branch, and although firm results are not yet available, good progress is being made in compiling information on attitudes of the individual towards his own safety.

The second program was started to develop a more efficient method of using existing accident statistics. The study's objective is to enable the branch to predict the number and type of accidents which may occur and establish a system to find a method for prevention of potential accident situations.

**Construction Safety Branch
Engineer & Chief Officer
J. McNair**

The administration of three pieces of legislation concerning the safety of workmen on construction projects is the responsibility of the Construction Safety Branch.

The Trench Excavators' Protection Act

Trench inspection and enforcement of the requirements of *The Trench Excavators' Protection Act* is conducted by more than 1,000 municipal trench inspectors, who are appointed by the 927 local municipalities. Provincial inspectors instruct, advise and assist the municipal trench inspectors. An annual report must be prepared by the senior municipal trench inspector for the council of his municipality, giving statistical information on the length of trenches excavated, and other relevant data.

Altogether, 830 of the 927 municipalities reported, giving an effective picture of the scope of operations under this act.

The 1,169 municipally appointed inspectors issued 1,040 stop-work orders and 2,036 orders-to-comply during the period. Constructors reported 28,084 trenches which exceeded 100 feet in length for a combined total of 7,388,978 linear feet, or approximately 1,400 miles of trenching. Under the Act, 58 charges were laid and 18 convictions obtained for a total of \$4,975 in fines.

The Construction Safety Act

Enforcement and the inspections required by *The Construction Safety Act* are conducted by 230 inspectors appointed by 107 specified municipalities. Mandatory appointments are required to be made in : 38 counties, 33 cities, six separated towns, one separated township, three local municipalities with over 50,000 population, five boroughs of Metropolitan Toronto, 21 local municipalities with over 5,000 population in territorial districts.

During the year, 132,691 inspections were carried out under *The Construction Safety Act*, and there were 336 informations laid. There was a total of 150 convictions, yielding \$33,445 in fines.

Stop-work orders issued totalled 5,560, and there were 25,161 orders-to-comply.

There were 41 fatalities on construction projects that came within the jurisdiction of the Act.

Ontario *Regulation 100/63*, which deals with underground work, made under Section 10 of *The Department of Labour Act* is enforced by four inspectors of caissons.

Two fatalities occurred during the year on construction projects under this regulation. There were 12 projects carried on under compressed air.

Branch personnel consisted of one professional engineer and chief officer, one construction safety engineer, two district engineers, 14 construction safety officers, and four inspectors of caissons.

Construction safety officers are located in Hamilton, Kitchener, London, Kingston, Ottawa, Port Arthur and Sudbury and five officers operate from the Toronto office.

**Elevator Inspection Branch
Chief Inspector
F.W. Ehmke**

The Elevator Inspection Branch is charged with responsibility for the safe operation of elevating devices and construction hoists throughout the province. The safe mechanical condition of these devices is enforced under the authority of *The Elevators and Lifts Act* and *The Construction Hoists Act*.

During the year the Chief Elevator Inspector administered and enforced these Acts and Regulations with the assistance of a staff of 81, of which 42 were inspectors and five supervisor inspectors. There were approximately 15,300 elevating devices and 90 construction hoists actively operating in Ontario during the period.

The Branch is also responsible for licensing the operation of such installations, investigating equipment failures or accidents arising from their use, and examining and approving drawings and specifications for new installations or proposed alterations to existing installations.

The owner of the installation, as defined in these two Acts, is required to maintain the installation in a safe operating condition, to operate only when licensed, and to advise the Chief Inspector of any accidents occurring on same.

Contractors

During the year there were 81 registrations of contractors, seven of which were first registrations.

Drawings

A total of 949 drawings and specifications was approved : 893 concerned new installations and 56 involved major alterations. Thirty-nine drawings for workmen's hoists were also approved.

Inspections

A total of 27,875 inspections were carried out, an increase of 28 per cent over the previous year and a new high for the Branch. There were 8,887 safety tests witnessed, 149 of which resulted in functional failure on initial tests.

There were 56,564 directions issued for improvement and licensing ; 19,082 of these dealt with freight elevators and 33,171 with passenger elevators.

Shutdowns were ordered in 873 cases and the devices remained shut down until unsafe conditions were remedied. There were 656 installations dismantled, of which 202 were freight and 47 were passenger elevators.

During the year under review, inspections of construction hoists increased from 1,107 to 1,121.

Owners of elevating devices reported 498 accidents involving 558 persons. Of the 431 injured, 278 were riding escalators and injuries were, in most cases, attributed to passenger carelessness. There were three fatal accidents : one on a freight elevator, one on a Class A dumbwaiter, and a young boy who fell off an escalator. There were three hoist accidents which resulted in two persons being injured.

Prosecutions

Ten charges were laid during the fiscal year, which resulted in convictions. These included three charges for operating an unlicensed elevating device and three for installing a new elevator without submitting drawings for approval ; one for putting an elevator into use without having it inspected ; and three for operating an elevating device in an unsafe condition. One charge was laid under *The Construction Hoists Act* for operating a hoist in an unsafe condition and another for operating without a licence. A total of \$1,109 in fines was levied by the courts.

Licences

A total of 11,543 initial, duplicate and renewal licences were issued covering all types of elevating devices. There were 6,293 licences issued for passenger and 3,530 issued for freight elevators. This increase of 3,416 licences issued from the previous year of 8,127 was due to yearly expansion and more inspectors.

Licences for construction hoists totalled 238, a decrease of 41 from the previous year total. This was due to fewer hoists being in operation during the year under review.

Revenue

Revenue under *The Elevators and Lifts Act* was \$283,557.41, an increase of 31.1 per cent over the previous year.

Under *The Construction Hoists Act*, revenue was \$11,324.46, a decrease of 20.5 per cent from the previous year.

Boiler Inspection Branch Chief Inspector L.J. Hutchinson

A total of 71,126 inspections were carried out and 53,570 certificates were issued by the Branch during the year.

The Branch also conducted 9,584 tests of welding operators.

There were 542 welding procedures approved, while designs of boilers and pressure vessels presented and approved numbered 2,235.

Certificates of Competency

A total of 275 Certificates of Competency were issued as follows :
Department of Labour 6
Insurance companies 16
Reciprocal 9
Renewals 244

During the period under review Branch officers were called upon to investigate and report upon a total of 16 explosions which had resulted in one fatality and six non-fatal injuries. The investigations were made in accordance with *The Boilers and Pressure Vessels Act* and suitable recommendations were made to prevent future happenings of this nature.

During the fiscal year 1967/68 it was necessary that 19 boilers and 23 pressure vessels be condemned or retired from service.

Operating Engineers Branch Chairman, Board of Examiners D.B. Shaw

The Board of Examiners and its staff of operating engineers must approve applicants for certificates of qualification as operating engineers or operators. Seven inspectors are responsible for administering and enforcing *The Operating Engineers Act*, the registration of steam, refrigeration and compressor plants, and for the inspection of premises where a plant is being installed or operated.

The Board is appointed by the Lieutenant Governor in Council under the Act and at present is composed of four members, one of whom is designated as Chairman of the Board. All members are officers of the Department and full-time civil servants.

Registration of Plants

Since an early proclamation of *The Operating Engineers Act and Regulations 1965* was expected, the present registration system was thoroughly examined. The new Act does not permit new plant equipment to be split and registered as several small plants, since this practice was found to defeat the prime purpose of the Act. Plants so registered under the 1960 Act will, however, be kept on record for identification purposes.

The fiscal year ending March 31, 1968, provided the following statistics: There were 2,774 registered plants on record. These included the registration of 100 new plants and the deletion of 157 registrations due to demolition, purchasing steam or declassification. Also, 717 registered sub-plants on record must be inspected at regular intervals, since they are composed of plants temporarily exempt from the Act because they are not in commission or declassified for other reasons.

A total of 755 registration certificates were issued which included 100 for new plants, 100 for re-registration to a new owner, 231 for change in classification, 205 for split plant equipment, and 119 for duplicate certificates.

Examinations and Results

There was a total of 2,661 applicants for certificates of qualification as operating engineers or operators examined by the Board during the year. Of these, 422 (15 per cent) failed to pass the requisite examination.

Of the 2,661 applicants before the Board for examination, 63 per cent were examined in the city of Toronto and 37 per cent were examined in other centres in Ontario.

For not meeting the requirements of the Act and Regulations, 7.6 per cent of the applicants were found ineligible for examination. While a total of 2,984 examinations was written, this should not be confused with the actual number of candidates accepted for examination, since several candidates repeated the examination before obtaining a certificate.

In addition to the examinations conducted under *The Operating Engineers Act*, the Board examined the qualifications of 21 applicants for certificates of competency under *The Boilers and Pressure Vessels Act*.

The Department is represented by a member of the board on an examination committee for the Atomic Energy Control Board.

Certificates of Qualification

The 1968 certificates of qualification were issued pursuant to *The Operating Engineers Act, 1960*.

Total number of certificates issued in the fiscal year was 29,359. This represented 26,797 renewal certificates and 2,562 issued by examination, 1,046 more than the previous year.

Failure to remit the renewal fee for the five previous years resulted in the lapse of 894 certificates. These can only be reinstated after complying with the requirements of the Act.

There are 33,300 operating engineers registered as of March 31, 1968. Of these 3,941 failed to renew their certificates for 1968.

Eight provisional certificates were issued during the fiscal year 1967/68.

General

The Operating Engineers Handbook was reprinted and distributed to individuals and organizations concerned with plant operation and safety.

During the year 7,171 plants were visited by the Branch inspectors. A total of 92 violations were reported and 117 have been corrected. While this number is greater than those reported, some violations pending from the previous fiscal year have since been corrected.

A number of interviews were arranged between the Chairman, board members and plant owners, consulting engineers, representatives of labour organizations and other interested parties. Assistance and advice were offered on such matters as staffing new plants with certificated engineers to comply with the requirements of the Act, alterations to plant equipment and layout, study and examination procedure and correcting infractions of *The Operating Engineers Act*.

The Chairman and, on occasions, the board members, addressed several interested groups on such topics as the intent and application of *The Operating Engineers Act 1965* and examination procedures.

Board meetings were held at regular intervals to discuss and rule on problems connected with the Act.

The proclamation of *The Operating Engineers Act 1965* has been delayed pending completion of the regulations.

Three prosecutions were laid against plant owners. Eleven accidents related to operation of plants registered under *The Operating Engineers Act* were reported, of which ten were fatal.

Net revenue collected under *The Operating Engineers Act* for the fiscal year was \$180,260.79.





Ontario Labour Relations Board Chairman G.W. Reed, Q.C.

The Labour Relations Board and the Conciliation Services Branch are concerned with the maintenance and promotion of labour harmony throughout the province. Both bodies operate under *The Labour Relations Act*, which establishes ground rules for collective bargaining between labour and management. The Board is primarily responsible for ruling on bargaining rights and unfair practices issues. Conciliation Services assists in actual bargaining upon the request of either or both parties when they are unable to reach agreement.

The Ontario Labour Relations Board administers a large part of *The Labour Relations Act*, of which the following are major areas of its jurisdiction: certification of trades unions as collective bargaining agents for employees, termination of bargaining rights, declarations of unlawful strikes or lockouts, investigation and hearing of complaints of unfair practices in employment, granting leave to prosecute for alleged violations of provisions of the Act, and from September 1966, the settlement of jurisdictional disputes.

Composition

The Board is composed of a chairman, five vice-chairmen, one of whom is designated as alternate chairman, five employer representatives and five employee representatives, all appointed by the Lieutenant Governor in Council. Under the Act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division. The chairman is required to designate one of the divisions as the construction industry division to deal with certification and termination applications in the construction industry. This division has also been used in most jurisdictional dispute cases.

Location of Hearings

It is common for three divisions to be sitting simultaneously, sometimes in different parts of the province. While most cases are heard in Toronto, complaints involving discrimination in employment or cases involving a substantial number of witnesses are generally heard at or near the municipality in which the employer is located. In addition, investigations by field officers into complaints of discrimination in employment, inquiries by examiners into various matters as directed by the Board and representation votes conducted by returning officers are normally held at or near the premises of the employer.

Board Reports

The Board publishes a monthly report which is available free of charge to the public. The report contains a list of the cases disposed of, the texts of decisions and statistics of the Board's operations in the month of reference. It also includes policy statements of the Board as they are issued.

The 12 issues of the publication for the fiscal year 1967/68 reported the full texts of 364 Board decisions, under the heading 'Indexed Endorsements'; listed the cases disposed of by type; presented statistical information, and contained significant portions of decisions in construction cases, under the title 'Excerpts from Decisions in Construction Industry Cases.'

Summary of Operations

Field Officers, Examiners and Returning Officers

The Board employs a field staff to assist it in the administration of the Act. Thus, under Section 65 of the Act, the Board may appoint a field officer to investigate complaints of unfair practices in employment. The function of the field officer is to try to effect a settlement of the complaint and, if unable to do so, to submit a report to the Board. Again, in representation cases, the practice of the Board is to appoint an examiner to take evidence at the premises of the employer on such matters as the composition of bargaining units, the duties and responsibilities of specified persons and the accuracy of lists of employees submitted by employers. The examiners conduct formal hearings and submit formal reports to the Board and to the parties. Finally, returning

officers are used in the conduct of representation votes which have been directed by the Board.

During the fiscal year 1967/68, field officers were authorized to inquire into 180 complaints of discrimination in employment. In 76 cases the field officer was able to effect a settlement. Reports were submitted to the Board on 70 complaints in which the field officers were not able to effect a settlement, and 34 cases were still under investigation at the end of the year.

During the same period the Board assigned 266 cases to examiners for investigation. Of the 266 cases, 152 reports involving 154 cases were submitted to the Board; in 33 cases agreement was obtained from the parties on the issues under investigation; six cases were withdrawn before the examiner began his inquiry; 16 cases were dismissed by the Board after the applicant had sought withdrawal during the examiner's investigation; and in 55 cases investigation had not been completed at the end of the fiscal year.

During the fiscal year 1967/68 returning officers conducted 129 elections involving 128 certification cases and an additional 22 which affected 24 cases for termination of bargaining rights. There were 13,865 employees eligible to vote in the certification elections and 12,948, or 93 per cent of them, cast their ballots. A higher proportion of employees participated in the termination elections. Of the 775 eligible to vote, 769, or 99 per cent, cast their ballots.

Case Load

During the fiscal year 1967/68, the Board received 1,473 applications and complaints of all kinds. This total represents an increase of 147, or 11 per cent above the 1,326 cases for the previous fiscal year.

The number of cases disposed of by the Board also showed an increase. The 1,416 cases closed exceeded last year's total by 97.

At the end of the fiscal year, there were 203 cases pending at various stages of processing. This total was 57 above the 146 cases that were carried over from the previous year.

The number of hearings and continuation of hearings conducted by the Board during 1967/68 dropped to 889 from 955 in 1966/67.

Details of the cases handled by the Board in 1967/68 are given in Table 1. In addition, a comparison of this year's case activity with those of the previous four years is presented in Table 2. Details of the results of investigations conducted by field officers and examiners are given in Table 3.

Judicial Review of Board Decisions

During the fiscal year 1967/68 nine Board decisions were up for consideration in the courts. Seven applications were made to the High Court of Ontario by employers with a group of employees and a trade union each making one application. Seven of the applications were dealt with by the High Court and in each instance the application was dismissed. Of the seven, four decisions were appealed. The appeals were dismissed in two cases. As of March 31, 1968, two cases were pending in the High Court and two in the Court of Appeal.

Certification of Bargaining Agents

Certification applications constitute the bulk of cases processed by the Board. In the fiscal year 1967/68, the Board received 943 certification applications, compared with 945 in the previous year. It is the fourth successive year that the intake of certification cases has been above the 900 level. In the five years prior to 1964/65, the intake ranged between 718 and 829.

As in previous years, affiliates of the Canadian Labour Congress filed the largest number of certification applications. These affiliates submitted 746 applications or 79 per cent of the total for 1967/68. International and national trade unions not

affiliated with the Congress filed 184 applications, and the remaining 13 came from independent local organizations.

In addition to the 943 certification applications received, the Board processed 97 that were carried over from the previous fiscal year, making a total certification case-load of 1,040. Of this total, 921 were disposed of, 643 being granted, 202 dismissed and 76 withdrawn. The remaining 119 cases were pending at March 31, 1968.

Of the 921 applications disposed of, 125 were closed on the results of representation elections. In the 120* elections conducted, 12,405 employees were eligible to vote. Of these eligible voters, 11,711, or 94 per cent, cast their ballots.

The proportion of certifications granted declined to 70 per cent in 1967/68 from 75 per cent in the previous year.

Small bargaining units continue to predominate in these cases. The average size of the units certified was 39 employees. About 80 per cent of these units covered 39 or fewer employees, and 46 per cent applied to nine or fewer employees. The total number of employees affected by the 643 applications in which certification was granted was approximately 25,800, about the same as those affected by the 709 certifications of 1966/67.

Termination of Bargaining Rights

Ninety-two applications for termination of the bargaining rights of trade unions were received during the fiscal year. This number was 53 above the previous year's intake. There was a carry-over of five applications, making a total of 97 termination cases dealt with in 1967/68. Of this total, 42 were granted, 44 dismissed and three withdrawn. Eight cases were not disposed of at the end of the year.

*The difference between 125 applications and 120 elections is accounted for by consolidation of some applications.

Status of Successor Trade Union or Successor Employer

In 1967/68, the Board dealt with 26 applications for declarations concerning the status of successor trade unions, compared with 14 in 1966/67. Of the 26, affirmative declarations were issued in 20, two were dismissed and four were pending at the end of the year.

Three applications for declarations concerning the status of successor employers were also received, compared with seven in 1966/67. One application was carried over from the previous year. Of the four cases dealt with, one was granted, two were dismissed, and one was withdrawn.

Strikes and Lockouts

Thirty-seven applications for declarations that strikes were unlawful were received during the fiscal year 1967/68. Of these three were granted, three dismissed and 28 withdrawn. Three cases were not disposed of at the end of the year.

The Board also processed 13 applications for declarations that lockouts were unlawful. One case was granted, one dismissed and 11 were withdrawn.

Consent to Institute Prosecution

Applications for consent to prosecute increased to 106 from 87 in the previous fiscal year. Of the 1967/68 cases, 58 came from employers alleging that unions or employees had engaged in unlawful strikes and 48 were filed by trade unions and employees against employers for various alleged violations of provisions of the Act. Two of the cases from trade unions were filed under Section 11 of *The Hospital Labour Disputes Arbitration Act*.

Of the 110 prosecution cases processed during 1967/68, which included four that were carried over from the previous year, seven were granted, 12 dismissed and 76 withdrawn. Fifteen cases were not disposed of at March 31, 1968.

Complaints of Unfair Practices in Employment

The Board received 188 complaints of unfair practices in employment during the fiscal year under review, compared with 144 in 1966/67. The majority of these complaints were filed by trade unions charging that employees had been discharged for trade union activity. An additional 28 complaints were carried over from the 1966/67 year, making a total of 216 cases dealt with by the Board. Of this number, 176 were disposed of and 40 were pending at the end of the year.

Of 165 closed cases alleging unlawful discharge for trade union activity, 79 were settled in discussions with Board field officers, 11 were dismissed by screening panels, one was withdrawn before a field officer was appointed, 12 were withdrawn after having been listed for hearing by screening panels and 62 went to hearings. Of the 62 that were heard by the Board, relief was granted in 24 cases, 29 were dismissed and nine were withdrawn at the hearing.

Trusteeship

Six statements that local unions had been placed under trusteeship were filed with the Board during 1967/68. In addition, the Board had ten statements of trusteeship that were being continued at the beginning of the fiscal year. Of the total 16 trusteeships, two were discontinued and 14 were still in effect at March 31, 1968.

Jurisdictional Disputes

Fifteen complaints of jurisdictional disputes were processed during 1967/68. Ten of these complaints included requests for interim orders on the ground that a strike was imminent or was taking place. Two of the complaints also requested a cease and desist direction under Section 66 (3).

With respect to the 15 complaints, the Board issued five interim orders and four final directions, all of which were registered as orders of the Supreme Court of Ontario. The remaining requests for interim orders and final directions were either withdrawn or dismissed by the Board with the exception of one request for a final direction which was pending as of March 31, 1968.

Of the two requests for cease and desist directions, one was dismissed and the other was withdrawn.

Miscellaneous Applications and Complaints

Eleven applications were received under Section 39 (3) of the Act, seeking early termination of collective agreements. The Board dealt with an additional two cases that were carried over from the previous year. Of the total of 13, the Board consented to the early termination of the agreements concerned in 12 cases, and one case was undisposed of at the end of the fiscal year.

The Board processed seven complaints under Section 63, concerning the failure of trade unions to furnish members with audited financial statements. In two of these cases the Board directed the union to supply a financial statement of its affairs to the member requesting it, three cases were dismissed, and two were undisposed of at year end.

In 1967/68, the Board dealt with 31 applications under Section 79 (2), seeking decisions on whether persons were employees under the Act. Of this number, which included seven that were carried over from 1966/67, decisions were issued clarifying the matter in ten cases, six cases were dismissed, seven were withdrawn and eight were undisposed of at year end.

Ten cases were referred to the Board by the Minister of Labour under Section 79a for decisions on questions arising from conciliation applications or requests for the appointment of an arbitrator. Eight of these cases were disposed of and two were pending at March 31, 1968.

Conciliation Services Branch
Director
W.H. Dickie

Since 1944, legislation in Ontario has provided for conciliation services to assist trade unions and employers in resolving differences that arise during negotiation of collective agreements. These services must be completed before a lawful strike or lockout can take place.

Conciliation services are available at two levels. The first involves the appointment of a conciliation officer whose function is to bring the parties together and help them reach a mutually satisfactory agreement. If the officer is unable to effect a settlement, the legislation provides a second step by which he may recommend to the Minister that a Board of Conciliation be established or that 'No Board' be set up.

**Conciliation Activity—
Fiscal Year 1967/68**

During the fiscal year 1967/68 the Conciliation Branch experienced a substantial increase in its workload by comparison with the previous year. Conciliation officers succeeded in assisting settlements in nearly 600 disputes and they continued to refer fewer to conciliation boards.

Conciliation Officers

Conciliation officers dealt with 1,545 collective agreement disputes which included a carry-over of 169 from the previous year. The total was 271 more than the number they handled in 1966/67, and involved 2,197 employers and 223,886 employees compared with 1,552 and 202,788 respectively in 1966/67.

The officers were successful in helping to bring about agreements in 594 disputes or 47 per cent of the total involving 760 employers and 55,558 employees.

They referred 73 situations to conciliation boards, affecting 113 employers and 19,111 employees; and they recommended that no conciliation board be established in 586 cases involving 963 employers and 110,586 employees. Eight other disputes lapsed and one was referred to a mediator. The remaining 283 had not been disposed of at the end of the fiscal year.

Of the disputes that the officers were unable to settle, the percentage referred to conciliation boards declined substantially from 16 to 6 per cent; while the proportion not recommended for boards increased sharply from 27 to 46 per cent.

The pattern of disposition of the cases that were not settled by the officers reflects the Conciliation Branch's current policy of restricting conciliation boards to situations where they can be effective. The policy, therefore, places a prime responsibility on the parties to meet and bargain on outstanding issues.

Conciliation Boards

In 1967/68, conciliation boards dealt with 94 disputes, including a carry-over of 21 from the previous year. These disputes involved 135 employers and 26,792 employees. Agreement was reached in 33 disputes involving 5,664 employees. In 12 disputes covering 122 employees the parties settled before a formal report was made. Settlement was not reached in 43 disputes involving 15,500 employees and 16 boards were outstanding on March 31, 1968.

Special Assignments

The Conciliation Branch does not lose interest in a dispute when the formal conciliation procedures have been completed. It maintains contact with the parties until they reach a settlement. In many disputes, one or both of the parties will informally contact an officer or official and ask for an opinion, advice or assistance on specific matters. In some cases the parties will request that a conciliation officer be re-assigned to help resolve the matters in contention. Sometimes the Director of Conciliation Services, on his own initiative, will recommend to the parties that they resume discussions under the auspices of the Branch. If the dispute results in a strike or lockout that might be of long duration or of serious inconvenience to the public, the Branch always intervenes to help effect a settlement.

In 1967/68, there were 55 disputes in which post-conciliation assistance resulted in agreement between the parties. These disputes involved 19,994 employees. In addition, the Service directly aided in the resolution of 64 strikes affecting 22,739 employees. Because of the number of informal contacts that are not reported, these statistics, however, understate the volume of the Conciliation Branch's post-conciliation activities and the degree to which they contributed to settlements.





Administrative Services Division

Director
M.K. Dibble

In 1966, the Administrative Services Division was established to co-ordinate and direct the activities of the major housekeeping elements of the Department. This Division currently employs more than 100 people.

Accounts Branch

The introduction of program budgeting and associated techniques during the year has significantly increased the responsibilities of, and specialists requirements within the Accounts Branch. A realignment of activities has removed from operating Branches the responsibility for the handling of revenue and has placed it in the Cashier's Office. More efficient banking arrangements have been made.

Personnel Branch

The increasing size of the Department, and the recruiting of suitable talent to fill vacant positions, occupied the branch fully during the year.

Departmental training is directed by the Personnel Branch in accordance with guidelines established by a senior training committee, and is making progress toward the objective of an adequately modern and capable departmental work force.

Office Services Branch

Composed of two distinct elements, Headquarters Service and District Office Service, this Branch is responsible for the functions relating to purchasing, warehousing, inventory control, accommodation, reproduction, transportation, mail and the operation of all district offices.

Accounts Branch
Chief Accountant
G.A. Webster

The Accounts Branch is responsible for allocating and disbursing expenditures, recording cash receipts, preparing the monthly financial statements of Income and Expenditure and the submission of the Annual Public Accounts Statement.

Other duties include : preparing the annual estimates, administering the departmental budget, recording expenditures made under the Ontario Joint Training Program, claiming appropriate refunds from the Federal Government, and advising senior management on all financial matters.

It is expected that the transition from a decentralized accounting system will be completed during the 1968/69 fiscal year.

The following statements show in summary form ordinary expenditure at \$12,225,547.24, ordinary revenue at \$5,675,177.77, capital disbursements at \$14,195,689.87, and capital receipts at \$13,020,742.61.

Office Services Branch
Chief
T.F. Carter

The Office Services Branch operates under the direction of the Director of Administrative Services.

Organized in 1965, this Branch has progressively expanded to provide unified control over the following service functions : District Offices, Purchasing, Inventory control, Supply, Printing, Mail, Accommodation, Distribution and Transportation Services.

This outline does not include the staff of the District Offices, which are discussed separately below.

The current organization of the Office Services Branch includes : Chief of Office Services, Assistant to the Chief, Purchasing Officer, Supervisor of Stores and Reproduction, Senior Appliance Operator, Senior Supply Clerk, Mail Room Supervisor, 21 clerical and stenographic staff.

Within the year 1968/69, six branches will be moved to a third Department of Labour location. This will provide ample office accommodation for the next three to five years for these branches and will relieve the space congestion of the remaining branches.

The departmental field operations continue to show rapid growth and require a compensating increase in support services. The reproduction and duplicating section ; the mail section and the supply and control section are planning the systematic addition

Personnel Branch
Senior Personnel Officer
N. E. Mayne

of equipment and staff to provide maximum assistance in co-ordinating the present and future commitments and programs of the various branches.

The District Office organization operates under the authority of the Deputy Minister and under the general direction of the Director of Administrative Services.

The Department of Labour District Offices have been located in the cities of Ottawa, London, Hamilton, Windsor, Port Arthur, Kitchener, Kingston and Sault Ste. Marie.

The current organization of the offices comprises three supervisors and 21 clerical and stenographic personnel.

The district office and field clerical organization has been expanded considerably since its inception and now forms one administrative unit reporting to the Chief of Office Services. The unit provides full administrative services to those departmental inspection and counselling personnel employed in our field operation, and supplies information of a non-technical nature to the public on request.

The trend toward increased staff turnover continued during the year, particularly among clerical staff.

The development of the Temporary Help Section of the Department of Civil Service greatly facilitated service to the branches and in addition, reduced the clerical processing of casual staff.

Some difficulty was experienced in obtaining qualified field inspectors, but this was partially resolved by extending the reach of the advertising coverage for available positions.

A program of examination validation was initiated by the Department of Civil Service in relation to the recruitment of field inspectors.

The departmental complement was increased by 123 to meet normal growth needs.

Training

During this period, the Training Officer's position was broadened to include responsibilities for staff development. Employee counselling and procedures were also established to handle the problem employee, particularly the alcoholic. Increased emphasis was placed both on courses provided by the Department of Civil Service and on outside agencies to assist Department employees.

Approximately \$10,000, involving 116 personnel compared to 40 in 1966/67, was spent to assist employees enrolled in outside courses. In addition, 62 employees attended courses provided by the Department of Civil Service for in-service training.

A training committee, comprised of the Director of Administrative Services, the Executive Director of Manpower Services, the Director of Safety and Technical Services and the training officer, was established to administer departmental training policies.





Ontario Human Rights Commission

Director
Dr. D.G. Hill

The Ontario Human Rights Code, which came into effect in June 1962, is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. Designed to give basic protection to all from discrimination in employment, housing, public accommodation and publication, the Code is specifically committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, colour, nationality, ancestry or place of origin. In this, the legislation is in harmony with the *United Nations Universal Declaration of Human Rights*.

The Ontario Human Rights Commission, which consists of a chairman and five members, is responsible for the administration of the Code and for furthering its objectives by means of education, research and conciliation. The permanent administrative staff is composed of a director and seven human rights officers. The Commission also operates two regional offices, one to serve the Windsor-Chatham area and the other, based in Port Arthur, to serve Northern Ontario. Two additional offices are being opened in Ottawa and Sault Ste. Marie.

Deputations are received from organizations and individuals interested in questions of human rights. All complaints of infractions of the Code are dealt with through investigation, conciliation, boards of inquiry and, if necessary, prosecution.

The prescribed duties of human rights officers are indicative of the methods promoted by the Commission. As conciliators, they investigate formal complaints of discrimination and use persuasion to bring about compliance with the Code. On occasion, they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour, business and welfare groups in planning such activities as conferences and seminars, delivering speeches, and taking part in private and public discussions in order to overcome prejudice and discrimination.

Conciliation

The number of formal cases investigated by the Commission during the fiscal year increased by approximately 60 per cent over the 1966/67 figure. This increase to 536 formal complaints represents the sixth substantial rise of the Commission's case load in as many years.

An additional 133 informal complaints of discrimination involving situations not covered by present legislation were handled, bringing the total number of investigations to 669. The figure for the previous fiscal year was 428.

Fair Employment

Discrimination in employment is forbidden under *The Ontario Human Rights Code* in such practices as hiring, discharging or promoting. Trade unions are similarly prohibited from discrimination with regard to membership. It is illegal to seek information about an applicant as to his racial, religious or national origin on employment application forms or by oral inquiries. The Code also prohibits advertising which indicates discrimination. The employment section of the Code was amended during this fiscal year so that employers are required to abide by the Code regardless of the number of employees involved.

The Commission processed 157 formal charges in employment, 50 of which dealt with discriminatory application forms or inquiries and 15 with discriminatory advertising. Most businesses continued to co-operate in correcting their forms as well as giving the Commission assurances of future compliance with the Code. Of the 92 other

cases, in which the complainants charged that they were refused employment or otherwise discriminated against, 16 were settled, 47 were dismissed and 23 were carried over into the next fiscal year.

A Board of Inquiry was appointed to conduct a hearing into the complaints of six Negro welders that they were discriminated against by their union and a construction firm because of their race and colour. Additional boards were appointed to inquire into two complaints against unions.

Thirty-eight complaints came within the jurisdiction of the Commission under the recently introduced *Age Discrimination Act, 1966*. In eight of these cases the employer complied with the legislation, while 21 cases were dismissed and nine were carried over into the next year.

Fair Remuneration

One hundred and sixty-five complaints were received from female employees pertaining to Section 5 of the Code, which entitles employed women a rate of pay equal to that of men performing the same work in the same establishment.

Four of these complaints were heard before a Board of Inquiry; 162 were dismissed and one was carried over into the next year. Two of the complaints heard at the Board of Inquiry were resolved in favour of the complainants by Ministerial Order while the other two are recorded among those dismissed.

Fair Accommodation

Seventy complaints were investigated under this section of the Code which prohibits discrimination in places to which the public is customarily admitted for services, accommodations or facilities. Twenty-eight were resolved through the process of conciliation, 31 were dismissed and 11 cases were continued into the next fiscal year. Prosecution was initiated in two cases in which Jewish families sought to rent summer cottages.

Equal Rights in Housing

Eighty-four complaints were received in which the complainants charged that they had been denied occupancy of a dwelling or accommodations or discriminated against in term or condition of occupancy because of their race, creed or colour. Forty-nine cases were settled when the owners offered accommodations to the complainants and undertook other acts of good faith. Boards of Inquiry were appointed to inquire into ten cases in this group. Nineteen cases were dismissed and 16 cases were carried over into the next fiscal year.

The housing section of the Code was amended during this fiscal year to cover all buildings regardless of the number of self-contained dwelling units.

Notices and Signs

Twenty cases of unfair publication or signs were brought to the attention of the Commission, all of which were settled through conciliation.

Miscellaneous Complaints and Referrals

The Commission also handled 2,691 miscellaneous complaints during the fiscal year — an increase of over 150 per cent of the number handled in this category during the previous year. These cases represent difficulties in areas that could be broadly interpreted as being of a human rights and human relations nature but which do not come within the purview of the Code. Complainants in such cases have been referred to the proper government (federal, provincial or municipal) office, community, welfare or mental health agency for attention.

Education

The education program of the Commission continued to expand throughout the year with increased activity in the regional offices, distribution of pamphlets, numerous public appearances, meetings, displays and exhibits, and participation in conferences.

A major event of the year was the 19th Annual Conference of Commissions for Human Rights which was held in Toronto from July 4 to 8, 1967, with the Ontario Human Rights Commission acting as host. Some 200 delegates, representing 80 provincial, state and municipal human rights commissions and federal agencies in Canada and the United States, as well as representatives from the United Kingdom, gathered in Toronto to exchange experiences regarding the administration of human rights legislation in their respective jurisdictions. In addition to the official delegates, some 50 observers from Canadian government and voluntary agencies concerned about human rights attended the proceedings. Canadian perspective was provided in the workshops by the participation of resource persons from 20 Canadian human rights agencies, ethnic groups and community organizations.

1968 was designated International Year for Human Rights by the United Nations in commemoration of the 20th Anniversary of the signing of The Universal Declaration of Human Rights. Several projects were embarked upon in honour of this occasion. The Commission co-operated with and helped to staff the Ontario Committee for Human Rights, a body established to co-ordinate the activities of Ontario organizations in conjunction with the International Year.

Another project was the establishment of the Windsor Advisory Committee on Employment, an employment advisory body set up to conduct a one-year program for the Commission and the City of Windsor.

A further special project for Human Rights Year is a research program being undertaken in co-sponsorship with the Ontario Institute for Studies in Education. The social studies textbooks used in Ontario schools are being examined in order to judge the adequacy and fairness with which allusions are made to various sub-cultures and ethnic groups in Canada.

The Commission's staff carried out 117 speaking engagements in different towns and cities as well as ten radio and television broadcasts throughout the year.

The program of displays and exhibits was also continued and the Commission participated in exhibits on 48 occasions.

Almost 3,500 requests for information and literature were received from schools, churches, labour organizations, women's groups, social agencies, business firms, government officials and others, and approximately 230,000 pieces of literature were distributed in addition to the regular mailings of *Human Relations* and *Special Announcements*.

Three new films were purchased for the Commission's film library: *Elliot Lake: Indian Relocation* (an additional print was obtained for the northern regional office); *Date of Birth* (dealing with problems of aging); and *Challenge for America* (concerned with human rights education).

The Commission continued to meet and confer with community leaders in different centres of the province and to participate in conferences relating to human rights.

A major concern of the Commission continued to be the plight of the Indian people of the province. Considerable field work was carried on during the year throughout the northern part of the prov-

ince. More than one hundred meetings were held with representatives of social agencies, clergy, employers, labour and Indian communities in order to determine how the Commission could be of assistance to the Indian people in the area.

A series of educational programs with foreign students throughout the province was held during the year. The programs took the form of informal open houses at which overseas students are invited to meet with representatives of the Commission for a 'get-acquainted' session. The purpose of the meetings is to make sure that the overseas students are familiar with amendments to *The Ontario Human Rights Code*, particularly in the area of housing.

During the year, the Commission has become very much concerned with reaching the Portuguese, Italian and new Negro groups in the downtown areas of Toronto, where some dissension has been noticed, and with carrying out positive educational programs to counteract conflicts and tensions. To this end, the Commission kept in close touch with the group of drop-in leaders sponsored by the Social Planning Council of Metropolitan Toronto.

The Commission continued to work closely with the Italian community during the past year through association with ASPI, (Assistenza Sociale Per gli Italiani - Social Help for Italians), an Italian youth organization in Toronto which attempts to help Italian immigrants become familiar with government and social agency services available to them. The group has its headquarters at the St. Clair Centre of the Westwood YMCA. Cards and posters printed in Italian were made available by the Commission and distributed by ASPI members to churches, banks and libraries in the predominantly Italian areas of Toronto.

The Commission's specialized human rights library has been enlarged by some 100 books and approximately 300 pamphlets and articles. The library functions primarily as a reference and research collection to assist organizations and students active in the human rights field. Plans are under way to reorganize it to help community organizations and agencies be more aware of its facilities and services.



Executive Director
D.F. Jones

Established in 1962, the Labour Safety Council consists of 15 members drawn from management and labour who are chosen by the Minister of Labour and appointed by Order-in-Council. The members' services are voluntary, but they are compensated for travelling expenses.

The Council's report on accident prevention and Safety Education in Ontario, submitted in 1965, led to a broadening of its scope, the introduction of permanent staff and an increase in membership from seven to the present number.

During the last year, the Council continued to concentrate on methods to improve the provincial safety program. Two projects begun in the previous year were actively pursued and their completion is expected in 1968. The first is a study of the underlying causes of accidents which is being conducted by the University of Toronto.

A preliminary report has been received and is being examined by the Council.

The second, a study to develop more realistic accident statistics, was undertaken by the University of Waterloo. Preliminary recommendations have been received and testing of these is continuing with specific agencies of the Department of Labour, the Workmen's Compensation Board and the Accident Prevention Association.

Safety Conferences

The second series of Minister's Safety Conferences were held in Sudbury and London to enable persons concerned with safety to obtain a better understanding of safety legislation, enforcement and education. The Conference also provided a forum for suggestions and ideas that would assist the Council in making appropriate recommendations to the Minister of Labour.

The safety experts who attended represented labour, management, safety associations and government, and their experience covered all phases of safety from home, farm, and traffic areas to mining, logging, and heavy industry.

Reports

A new publication has been prepared to update and replace two publications which were issued last year — *Safety Authorities Having Jurisdiction in Ontario* and *Safety in Ontario*. The new book, titled *Safety in Ontario*, lists those agencies which have legal control over safety in their premises or type of work, and also explains the services, publications and films available from agencies and companies throughout the province.

The transcript and summary of recommendations of the first series of Minister's Safety Conferences was also published.



Research Branch

Director
J.R. Kinley

The Research Branch provides statistical, economic and social research services to the Department as a basis for planning and evaluating its programs. In this connection, its principal responsibilities are :

- to develop information necessary to policy decisions and changes in legislation ;
- to evaluate existing programs and supply information needed in operating them ;
- to provide information and comment on economic developments and trends that concern the Department ;
- to represent the Department as required inside and outside the government.

In addition, the Branch seems to have an increasingly important role to play in giving direct service to the public.

Organization

The organization of the Branch is almost a miniature of the Department itself. Four sections, or staff groups, concentrate their attention on matters that can be roughly labelled labour relations, safety, labour standards and training. This arrangement reflects the dominance of the Branch's service role, and it results in two or three Research Branch staff members becoming quite familiar with the information needs and problems of each of the Department's major areas of responsibility.

The junior professional people and clerical workers are less formally attached to the areas of work mentioned, but they do concentrate on one or another of them for months at a time. This arrangement permits regrouping the staff to carry out particular projects. The usefulness of the flexibility was demonstrated during a special survey of wages and hours conducted in the fall of 1967 when almost all staff members were assigned to this one project.

The Libraries

Both the Department and Collective Agreements libraries were radically improved during the year. Both continued to serve demands made on them from throughout the Department and the public. This service has improved markedly in quality because of better organization of the materials held and the increased completeness of the collections.

In the main library, the cataloguing system has extended to all of the backlog of material accumulated over many years. The nature of this material, especially the emphasis on basic source data, makes for a complex cataloguing activity. The work on this backlog will be completed early in the next fiscal year. The Collective Agreements Library has reached a level of completeness that makes it a valuable source of statistical information on labour relations. Major changes were made in the agreement collection activity, improving the efficiency of it and making the library much more reliable.

During the 1967/68 fiscal year, work was undertaken in all the areas of responsibility already mentioned. A few of the projects that were of most interest to the public are outlined in some detail in the following paragraphs, but many others of varying difficulty and magnitude were carried out.

Labour Relations

In the labour relations area, some of the more important work was as follows :

A study of collective agreement provisions pertaining to technological change in ten major manufacturing industries was completed and published. The purpose of the study was to show how unions and management in Ontario have responded in their bargaining relationships to problems arising from technological and other industrial change. Despite the frequently expressed view that the parties do not usually have the resources necessary to cope with such situations, the evidence accumulated in the study suggests that

they are making serious efforts to meet some of the more important problems of change. The report gives information on the kinds of action the parties agree to, illustrates the agreement clauses in which they are set out, and indicates the prevalence and employee coverage of these clauses. This report is entitled 'Technological Change Provisions in Ontario Collective Agreements — Ten Manufacturing Industries'.

A report was published in September 1967, analyzing collective agreement provisions and wage rates in hospitals in Ontario. The analysis of clauses is by union and bargaining unit and covers such matters as premium pay for overtime, hours of work, rest periods, jury pay, paid holidays, vacations, sick leave, bereavement leave, work clothing, insured benefits, union security and term of agreement. This part of the report is entitled 'Collective Agreement Provisions in Ontario Hospitals'. The part showing wage rates, which was revised in March 1968, gives a complete picture of wages paid under collective agreements in hospitals, and is entitled 'Negotiated Wage Rates in Ontario Hospitals (Selected Occupations)'.

The third major labour relations report was intended to indicate to administrators and other interested persons the extent of bargaining that would take place during 1968. The report covers 2,480 collective agreements that were scheduled for renewal during the year, and analyzes them by month and industry. The report is entitled 'Ontario Collective Agreement Expirations, 1968'.

In addition to the projects outlined, papers were prepared on the impact of consent to prosecute when granted by the Labour Relations Board ; the rejection of memoranda of settlement by the union membership ; a review of labour relations in 1967 and outlook for 1968 ; a report on the

development, composition and activities of union-management councils set up to advise governments on labour legislation, and less extensive papers on other matters.

Safety

Two members of the staff were assigned to identify in a systematic way the safety research requirements of the Department that might be handled by the Research Branch. The assignment was not complete at the end of the fiscal year, but some conclusions had already been reached about the areas in which the Branch should undertake safety research.

A study in two parts was in progress on accidents among workers of less than twenty years of age. One part of the project assesses the importance of personal and other characteristics as accident causes, and draws on statistical data accumulated in the normal course of the Department's work. The second part was an experiment with young workers drawn from plants in the Toronto area, and was directed towards measuring the usefulness of safety training. Both projects were well under way at the end of the fiscal year and should be completed within the next few months.

Labour Standards

Work in this area was mainly concerned with preparing information necessary to the introduction of *The Employment Standards Act of 1968*. Important in this activity was a survey of wage rates, hours and premium pay practices designed for and carried out in 31 low wage industries. The purpose of the survey was to measure the impact of proposed changes in minimum wages and other working conditions in industries that would be most affected by higher legislative standards.

In carrying out the survey, more than 5,600 contacts were made and all but 300 of these were completed by direct enumeration. The field work was done by the inspection and counselling staffs of the Labour Standards and Industrial Training Branches, who completed virtually all the necessary contacts within eight working days. The results of the survey were analyzed and reports prepared from them before the end of the fiscal year.

Much of the information obtained through the survey has already been published in a study entitled 'Wages, Hours and Overtime Pay Provisions in Selected Industries, Ontario 1967'.

A survey was conducted in the London industrial standards zone with respect to pay and working conditions of employees in the plumbing and heating industry. The work was done in response to problems associated with the application of *The Industrial Standards Act* in London, and a report based on it entitled 'Working Conditions in the Plumbing and Heating Industry in London, Ontario' was made available to the parties early in 1968.

Two major papers were prepared in the Branch as part of the 1968 program of the Statistical Committee of the CAALL. The topics were the economic and social rationale for minimum wages and how to measure the employment and cost impact of introducing or changing a minimum wage. The papers constituted important background information for the Department's labour standards legislation and were entitled 'Theoretical Analysis of the Minimum Wage' and 'Measuring the Impact of a Minimum Wage.'

Co-operation was extended to the Canada Department of Labour in conducting its annual surveys of working conditions and wage rates, salaries and hours of labour. In addition, meetings were held with the Canada Department with a view to modifying the latter survey so that its output would meet the needs of the Ontario Department's labour standards program. The object of these discussions was to eliminate the need

for the Ontario Department to undertake the sort of survey it did in late 1967 (discussed above), thereby cutting costs and reducing the amount of work employers are required to do to supply wage and related information to governments.

Training

Most of the work undertaken for the Training Branch during the 1967/68 fiscal year was in response to specific requests. Among the more important jobs done was a study of the statistical requirements of the short-term training in industry programs. This resulted in an extensive recommendation to the Training Branch, setting out what sorts of statistics should be kept to administer and evaluate the programs on a continuing basis.

Second, a method of projecting on a continuing basis the schooling requirement of apprentices was developed. The object of the system is to ensure that apprentices obtain their classroom training when it is most needed, and to aid the Departments of Education and Labour in the major scheduling problem they face in this connection.

Third, extensive help was given to the Department's General Advisory Committee on Training. This included employment projections by occupation into the early 1970s, a variety of memoranda pertaining to government's role in training in industry, and extensive investigation of training arrangements in other jurisdictions.

The product of the latter was three detailed papers, one on the MDTA programs in the United States, and one each on adult training in Holland and Germany. In addition, the Committee was supplied with material describing adult training in Britain, France and Sweden.

Finally, more work was done on cost-benefit analysis of short-term training programs, of which the major project was undertaken in a large automobile parts manufacturing company.

The major study undertaken in the training area during the year was an attempt to measure the relative efficiency of occupational training in industry versus that done in institutions. This question continually arises in making decisions as to how government funds should be allocated to training programs. The project involves difficult measurement problems, but it will give at least approximate guidelines as to where training should be undertaken.

The North American Conference on Labour Statistics

The North American Conference on Labour Statistics, held in Toronto in June, was one of the Branch's major sources of work early in the year. The Branch acted for the Department in hosting the Conference, and much work was done on development of the Conference's program and in finding Canadian participants in it. Two members of the Branch staff made direct contributions to the program, and others gave extensive assistance behind the scenes. The Conference was attended by economists and statisticians from all over the Continent, and brought important recommendation to the research activities of the Department.

Director
W.H. Lehman



With the formation of a Systems and ADP Branch in the Department of Labour in 1966, a schedule of implementation for the application of Systems and Data Processing Studies was approved to cover the following areas :

Boiler Inspection Branch, Elevator Inspection Branch, Industrial Training Branch, Industrial Safety Branch, Operating Engineers, Labour Standards Branch, Construction Safety Branch, Accounts Receivable, Conciliation Services, Labour Relations Board, Research Branch.

It is estimated that in excess of some 600,000 files will eventually be involved in the edit and coding functions to extract pertinent information and process it for inclusion on magnetic tapes for data processing purposes. This entire program was to be accomplished on a four-year schedule from July, 1966 to July, 1970.

Progress to date is close to schedule, and has in fact exceeded expectations, since the accounts receivable function is proceeding in conjunction with branch systems design. Numerous other minor systems studies in various areas have been completed – some of these were :

- Construction Safety – accident tabulation
- Women's Bureau – job survey
- Research Branch – tabulation of salary survey
- Legal Branch – filing system
- Labour Standards Branch – filing system
- Accounts – payroll study
- Reproduction Services – study, etc.
- Operating Engineers – certificate renewal

Boiler Inspection Branch

In the major study areas the system for the Boiler Inspection Branch was placed in operation in October, 1967. This involved a master file of some 29,000 installations, some of which will be purged from the system as it is determined whether they are insured. This system produces Inspectors'

Reports, Invoicing Procedures, Issue of Certificates, Violation Reports and other management summaries – all of which are produced by a computer-based system. Further revisions and refinements will be considered for this area during 1968.

Elevator Inspection Branch

The system design for the Elevator Inspection Branch was also completed : this involves a master file in excess of 15,000 installations. The automated system will commence operation in April,1968.

Industrial Training Branch

A design team commenced study in the Industrial Training Branch in July, 1967. This system, when fully implemented in 1969, will involve handling data for more than 100,000 tradesmen and 15,000 apprentices. The system will consist of a combination of manual and automated methods in the following areas : tradesmen's qualifications, certificate renewal, apprenticeship registration, examinations scheduling, apprentice schooling, short term on-the-job training, field counsellor services.

Progression in these areas normally follows the standard pattern of : systems study and design, approval by management, forms design and production, programming analysis for automated areas, program testing and the introduction of a manual and/or automated system on a pre-determined schedule.

Computer Services Centre Facilities

Reorganization of the Treasury Department has changed the original concept of forming an Ontario Computer Centre to meet the needs of the originally intended four major user departments : Economics and Development, Lands and Forests, Municipal Affairs, and Labour. A Computer Services Centre has now been formed as of April 1, 1968 under the jurisdiction of the Computer Services Board, to meet the computer requirements of these departments as well as the existing Treasury Department workload. Planning, reallocation of staff and equipment considerations are now well under way, which will cater to the various users and meet their expected requirements by September,1968. In the meantime, the Department of Labour utilizes rented computer facilities for the operation of continuous programs committed to date, and the testing of programs now being written. Approximately 180 hours of computer time was used in three different locations during the 1967/68 fiscal year.

Peripheral Machine Requirements

During the past year, approximately 575 hours of peripheral or accounting machine time was utilized. This involved the use of interpreter, sorter, collator, summary punch, reproducer and printer, etc. Machine time was obtained from various government departments and outside locations, usually free of charge. Additional operating time will become available during the 1968/69 fiscal year, as the Computer Services Centre, with appropriate facilities, comes into operation.

Records Management Program

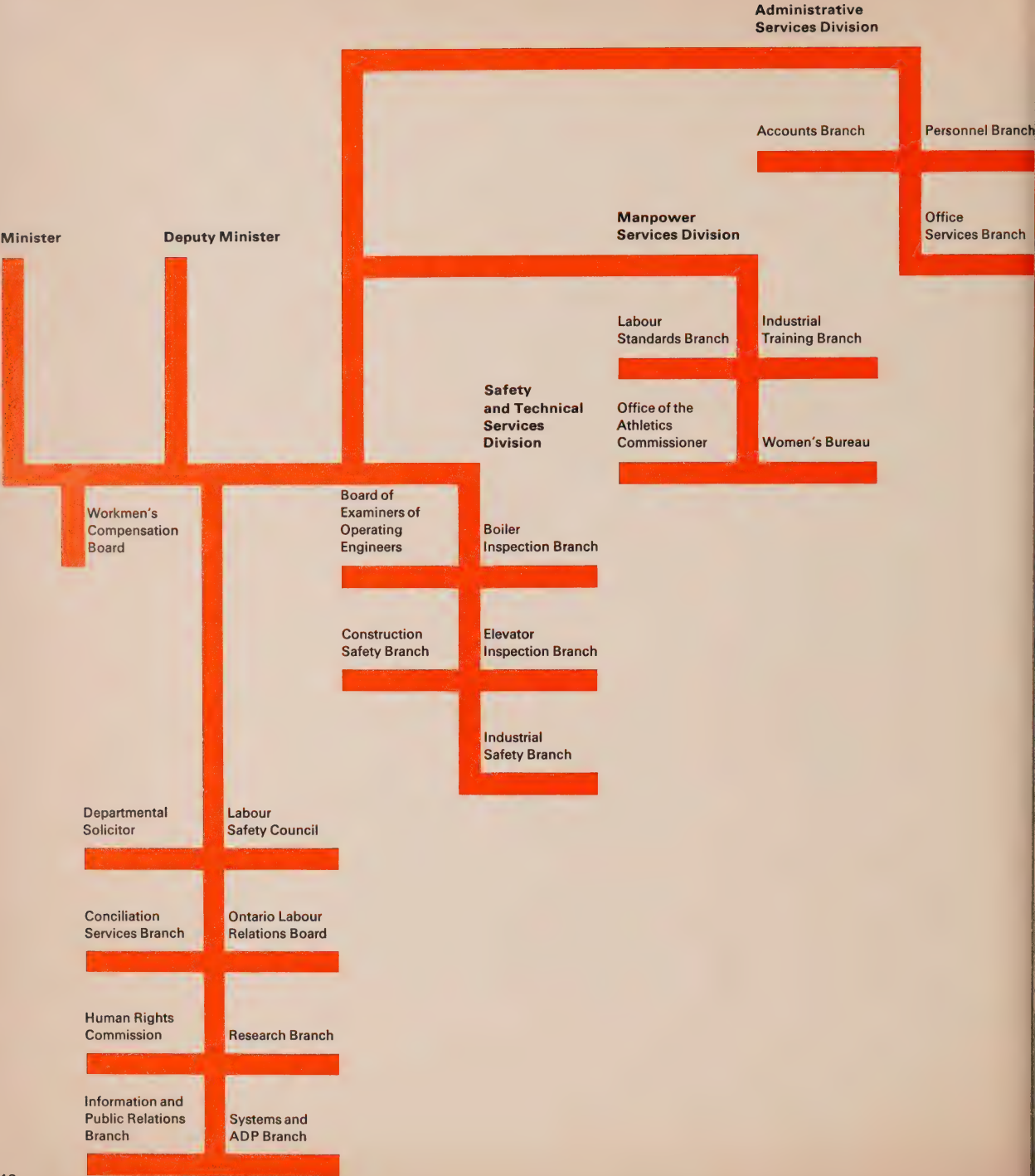
A government-wide Records Management Program is being augmented on a Departmental basis. This Department, with the inclusion of a Records Management Officer

and a clerical assistant in late 1967, has made good progress in implementing various aspects of this program. To date approximately 1,330 cu. ft. of records have been destroyed as retention schedules for branches are approved. In addition about 3,000 cu. ft. of records have been transferred to Cooksville, in a low-cost storage area, with a low-access rate. General retention schedules are presently awaiting approval which will allow for further purging of outdated or obsolescent records.

Personnel

The original commitment for staffing the Systems and ADP Branch approved a complement of 21 for 1966/67 ; 35 for 1967/68 and 39 for 1968/69. Two additional positions were added during the year for Records Management. Further assessment of workload has made it possible to reduce this staff commitment, primarily in the key punch area (-6), which will allow us to operate with a total complement of 35 for the fiscal year 1968/69. As part of the staff education and training program, several members attended courses and seminars to update their knowledge on systems design, EDP techniques and methods of communication.

Organization Diagram



Statistics for the fiscal year
ending March 31st, 1968

Industrial Training Branch
Office of the Athletics Commissioner
Industrial Safety Branch

Construction Safety Branch
Elevator Inspection Branch
Boiler Inspection Branch

Ontario Human Rights Commission
Ontario Labour Relations Board
Conciliation Services Branch

| | | | | | | |
|---|-----|----|-----|----|--------|-------|
| | 5 | | 7 | | 365 | 49 |
| | | | | | 2 | |
| | | | 1 | | 73 | 3 |
| | 1 | | | | 126 | 31 |
| | 1 | 1 | 4 | | 85 | 3 |
| | | | 11 | | 504 | 53 |
| | 21 | 5 | 79 | 1 | 2,061 | 334 |
| | 5 | 2 | 24 | 2 | 757 | 198 |
| 1 | 9 | | 33 | | 774 | 154 |
| | 3 | | 20 | | 715 | 25 |
| | | | 5 | | 93 | 1 |
| | | | 2 | | 170 | 5 |
| | | 1 | 3 | | 81 | 4 |
| | 1 | | 6 | | 289 | 29 |
| 1 | | | 19 | 1 | 582 | 37 |
| | | | 3 | | 279 | 64 |
| | | | | | 1 | |
| 1 | 3 | 1 | 17 | | 988 | 56 |
| 1 | 20 | | 62 | | 2,198 | 387 |
| 9 | 187 | 17 | 561 | 15 | 28,662 | 3,649 |

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| | | The Construction Hoists Act | 34 | | |
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| | | Construction Hoist Accidents | 37 | | |

Industrial Training Branch

Report of contracts of apprenticeship in
trades with regulations

| Trade | Active apprentices
April 1/67 | During Fiscal Year
Registrations | Completions | Cancellations | Active apprentices
March 31/68 |
|---|----------------------------------|-------------------------------------|--------------|---------------|-----------------------------------|
| Building Trades | 5,920 | 2,527 | 896 | 472 | 7,079 |
| Bricklayer | 117 | 33 | 7 | 18 | 125 |
| Carpenter | 450 | 197 | 79 | 77 | 491 |
| Electrician | 2,509 | 938 | 379 | 140 | 2,928 |
| Ironworker | - | 38 | - | - | 38 |
| Lather | - | 33 | - | 2 | 31 |
| Mason | 10 | 1 | 2 | 5 | 4 |
| Painter and Decorator | 42 | 32 | 7 | 12 | 55 |
| Plasterer | 28 | 10 | 14 | 7 | 17 |
| Plumber | 1,193 | 559 | 193 | 82 | 1,477 |
| Refrigeration | 171 | 94 | 20 | 16 | 229 |
| Sheet Metal | 925 | 408 | 133 | 78 | 1,122 |
| Steamfitter | 475 | 184 | 62 | 35 | 562 |
| Motor Vehicle Repairer | 5,152 | 1,931 | 1,477 | 714 | 4,892 |
| Branch 'A' Mechanic | 4,333 | 1,613 | 1,210 | 572 | 4,164 |
| Branch 'B' Body Repairer | 708 | 245 | 228 | 118 | 607 |
| Branch 'C' Electrical and
Fuel Systems | 41 | 20 | 16 | 5 | 40 |
| Branch 'E' Painting only | 70 | 53 | 23 | 19 | 81 |
| Service Trades | 1,335 | 857 | 365 | 360 | 1,467 |
| Barber | 200 | 94 | 69 | 35 | 190 |
| Chef | 209 | 126 | 21 | 54 | 260 |
| Dry Cleaner | - | 3 | - | - | 3 |
| Hairdresser | 907 | 587 | 275 | 269 | 950 |
| Radio and Television | 3 | 35 | - | - | 38 |
| Watch Repairer | 16 | 12 | - | 2 | 26 |
| | 12,407 | 5,315 | 2,738 | 1,546 | 13,438 |

Registration of apprentices in trades
without regulations

| Trade | Registrations | | Cancellations | | Completions | | Active | |
|--|---------------|-------|---------------|-------|-------------|-------|----------------|---|
| | During year | Total | During year | Total | During year | Total | March 31, 1968 | |
| Air Conditioning and Refrigeration Worker | - | 5 | - | 2 | - | 5 | - | - |
| Automatic Screw Machine Setup | - | 11 | 2 | 4 | 1 | 5 | 2 | - |
| Auto and Tractor Machinist | - | 2 | - | - | 1 | 2 | - | - |
| Automotive Machinist | - | 66 | 3 | 15 | 9 | 34 | 17 | - |
| Automotive Repairman | - | 1 | - | - | - | - | 1 | - |
| Auto Radiator Repair | - | 2 | - | - | - | 1 | 1 | - |
| Baker | 26 | 64 | 9 | 13 | 2 | 2 | 49 | - |
| Blacksmith | 1 | 7 | 1 | 1 | 1 | 4 | 2 | - |
| Blacksmith, Ornamental | - | 5 | - | 3 | - | 2 | - | - |
| Boat Builder | 5 | 22 | 5 | 9 | 5 | 6 | 7 | - |
| Boilermaker | - | 12 | - | 2 | 1 | 7 | 3 | - |
| Brass Finisher | - | 4 | - | 3 | - | 1 | - | - |
| Bricklayer, Plant | 2 | 10 | - | 2 | - | - | 7 | - |
| Butcher | 2 | 6 | 1 | 2 | - | - | 4 | - |
| Cabinetmaker | - | 63 | 4 | 23 | - | 18 | 22 | - |
| Camera (Offset) | - | 2 | - | - | - | - | 2 | - |
| Canvas Goods Finisher | - | 2 | - | - | - | 2 | - | - |
| Carpenter, Plant | 2 | 14 | - | 1 | - | 10 | 3 | - |
| Chair Frame Maker | - | 1 | - | 1 | - | - | - | - |
| Compositor | - | 3 | - | - | - | 3 | - | - |
| Concrete Technician (Pre-cast) | - | 4 | - | - | - | - | 4 | - |
| Cook | - | 184 | 5 | 92 | 27 | 78 | 14 | - |
| Coppersmith | - | 15 | - | 7 | - | 8 | - | - |
| Dental Technician | 1 | 1 | 1 | 1 | - | - | - | - |
| Dental Laboratory Worker | 1 | 2 | - | - | - | - | 2 | - |
| Diesel Service Mechanic | - | 20 | - | 4 | 2 | 12 | 4 | - |
| Draftsman | 1 | 41 | 3 | 17 | 2 | 17 | 7 | - |
| Draftsman, Design (Pre-cast Concrete) | - | 2 | - | - | - | - | 2 | - |
| Draftsman, Mechanical | 4 | 4 | - | - | - | - | 4 | - |
| Draftsman, Tool and Die | 6 | 6 | - | - | - | - | 6 | - |
| Draftsman, Structural Steel Shop | 3 | 232 | 2 | 40 | 6 | 170 | 22 | - |
| Dressmaker | - | 4 | - | 1 | - | 2 | 1 | - |
| Druggist | - | 2 | - | 2 | - | - | - | - |
| Dyer, Assistant (Hosiery) | - | 2 | - | 2 | - | - | - | - |
| Electrical Appliance Mfg. | - | 2 | 1 | 1 | - | - | 1 | - |
| Electrical Technician | - | 3 | - | - | - | 3 | - | - |
| Electrical Wing and Maintenance | 1 | 27 | 1 | 3 | 1 | 16 | 8 | - |
| Electrician, Apparatus Repair | - | 22 | - | 5 | 1 | 12 | 5 | - |
| Electrician, Appliance Repair | 1 | 1 | - | - | - | - | 1 | - |
| Electrician, Linesman | 1 | 4 | - | 1 | - | 1 | 2 | - |
| Electrician, Motor Repair and Armature Winding | 10 | 111 | 7 | 36 | 5 | 46 | 29 | - |
| Electrician, Plant Maintenance | 90 | 632 | 9 | 104 | 15 | 365 | 163 | - |
| Electrician, Power Station Maintenance | 20 | 20 | - | - | - | - | 20 | - |

continued

| Trade | Registrations | | Cancellations | | Completions | | Active | |
|---|---------------|-------|---------------|-------|-------------|-------|----------------|--|
| | During year | Total | During year | Total | During year | Total | March 31, 1968 | |
| Electrician, Shop | - | 11 | - | - | 3 | 8 | 3 | |
| Electrician, Splicer | - | 1 | - | 1 | - | - | - | |
| Electrician, Wireman | - | 52 | - | - | 11 | 14 | 38 | |
| Electronic Assembler | - | 1 | - | 1 | - | - | - | |
| Electronic Mechanic (Industrial Controls) | 39 | 39 | 1 | 1 | 16 | 16 | 22 | |
| Electronic Mechanic (Instruments) | - | 9 | 1 | 4 | 1 | 5 | - | |
| Electronic Repairman | - | 38 | - | - | 14 | 28 | 10 | |
| Electronic Technician | - | 1 | - | - | - | - | 1 | |
| Electro Plater | 10 | 14 | - | 1 | - | 1 | 12 | |
| Elevator Mechanic | - | 1 | - | 1 | - | - | - | |
| Farm Mechanic | 4 | 20 | 2 | 3 | 4 | 5 | 12 | |
| Floral Designer | - | 1 | - | - | - | - | 1 | |
| Foundry Laboratory Technician | - | 1 | - | 1 | - | - | - | |
| Foundryman | - | 3 | - | 1 | - | 1 | 1 | |
| Foundryman, Coremaker | - | 8 | 1 | 2 | - | 6 | - | |
| Foundryman, Moulder | 1 | 40 | 1 | 19 | 1 | 17 | 4 | |
| Fur Cutter | - | 1 | - | 1 | - | - | - | |
| Furniture Finisher | - | 3 | 1 | 2 | - | 1 | - | |
| Gasfitter | - | 3 | - | - | - | 3 | - | |
| Glass Beveller | - | 1 | - | 1 | - | - | - | |
| Glazier and Metal Mechanic | 9 | 120 | 3 | 3 | 1 | 102 | 15 | |
| Glove Cutter | - | 2 | - | 2 | - | - | - | |
| Gunsmith | - | 2 | - | - | - | 1 | 1 | |
| Heavy Duty Repairer | 10 | 57 | 4 | 13 | 11 | 16 | 28 | |
| Horticulturist | 1 | 4 | - | - | 1 | 2 | 2 | |
| Industrial Control Mechanic | 21 | 21 | 1 | 1 | - | - | 20 | |
| Industrial Instrumentation Mechanic | - | 4 | - | - | - | 4 | - | |
| Industrial Maintenance Mechanic | 10 | 10 | - | - | - | - | 10 | |
| Industrial Mechanic (Heavy Duty Equipment) | 20 | 20 | - | - | - | - | 20 | |
| Industrial Mechanic (Instrument Repair) | 21 | 21 | - | - | 11 | 11 | 10 | |
| Industrial Mechanic (Machinery Fitter) | 3 | 3 | - | - | - | - | 3 | |
| Industrial Mechanic (Millwright) | 110 | 450 | 12 | 60 | 39 | 120 | 270 | |
| Industrial Mechanic (Pneumatic Instrumentation) | 4 | 4 | - | - | - | - | 4 | |
| Industrial Office Technician | - | 9 | 2 | 6 | - | - | 3 | |
| Instrument Fitter | - | 2 | - | 2 | - | - | - | |
| Instrument Repairman | - | 95 | - | 12 | 3 | 47 | 36 | |
| Ironworker | 1 | 41 | 21 | 26 | 2 | 8 | 7 | |
| Ironworker, Plant | 1 | 1 | 1 | 1 | - | - | - | |
| Jeweller | - | 7 | - | 4 | 1 | 3 | - | |
| Lather | 1 | 340 | 9 | 78 | 5 | 220 | 42 | |
| Lithographer | - | 7 | - | 1 | 1 | 2 | 4 | |

continued

Registration of apprentices in Trades
without regulations

| Trade | Registration | | Cancellations | | Completions | | Active | |
|--|--------------|-------|---------------|-------|-------------|-------|----------------|-----|
| | During year | Total | During year | Total | During year | Total | March 31, 1968 | |
| Machine Adjuster | - | 3 | - | 1 | - | 2 | - | - |
| Machine Fabricator | - | 2 | - | - | - | 2 | - | - |
| Machine Fitter | 1 | 19 | - | 2 | 1 | 6 | - | 11 |
| Machine Tool Fitter | - | 1 | - | - | - | - | - | - |
| Machine Tool Rebuilder | - | 1 | - | - | - | 1 | - | - |
| Machinist | 16 | 970 | 47 | 217 | 82 | 411 | - | 342 |
| Machinist, Automatic Screw | 2 | 2 | - | - | - | - | - | 2 |
| Machinist, Automotive | 11 | 11 | - | - | - | - | - | 11 |
| Machinist, Industrial | 161 | 161 | 5 | 5 | 5 | 5 | - | 151 |
| Machinist, Woodworking (Cabinet and Furniture) | 13 | 13 | - | - | - | - | - | 13 |
| (Millwork) | 4 | 4 | - | - | - | - | - | 4 |
| Maintenance Mechanic | 7 | 34 | - | 1 | 3 | 14 | - | 19 |
| Maintenance Mechanic (Plastics) | - | 1 | - | - | - | - | - | 1 |
| Marble and Tile Setter | - | 8 | - | 2 | 1 | 5 | - | 1 |
| Marine Motor Mechanic | - | 3 | - | 3 | - | - | - | - |
| Marine Steel Worker | - | 2 | - | 1 | - | 1 | - | - |
| Mechanical Fitter | - | 13 | - | 1 | - | 6 | - | 6 |
| Metal Fabricator (Architectural) | 2 | 2 | - | - | - | - | - | 2 |
| Metallurgical Technician | - | 2 | - | - | - | 2 | - | - |
| Metalsmith | - | 1 | - | 1 | - | - | - | - |
| Motorcycle Repairer | 2 | 2 | - | - | - | - | - | 2 |
| Oil Burner Mechanic | 3 | 8 | - | 1 | 1 | 2 | - | 5 |
| Optical Craftsman | - | 4 | - | - | - | - | - | 4 |
| Optics Technician (Instrument Assembler) | 2 | 2 | - | - | 1 | 1 | - | 1 |
| Optics Technician (Instrument Mechanic) | 1 | 1 | - | - | 1 | 1 | - | - |
| Optics Technician (Lens and Prisms) | 2 | 2 | - | - | 1 | 1 | - | 1 |
| Painter and Decorator | - | 1 | - | - | - | 1 | - | - |
| Painter and Decorator (Plant) | - | 6 | - | - | - | 5 | - | 1 |
| Patternmaker | - | 77 | 1 | 20 | 8 | 45 | - | 12 |
| Patternmaker (Metal) | 2 | 2 | - | - | - | - | - | 2 |
| Patternmaker (Wood) | 3 | 3 | - | - | - | - | - | 3 |
| Pharmaceutical Worker | - | 6 | - | 1 | 3 | 3 | - | 2 |
| Photoengraver | - | 7 | - | 4 | - | 1 | - | 2 |
| Photographer | 1 | 9 | 1 | 2 | - | - | - | 7 |
| Pipe Fitter | - | 106 | 4 | 24 | 10 | 49 | - | 33 |
| Pipe Fitter, Industrial | 17 | 17 | 1 | 1 | - | - | - | 16 |
| Pipe Organ Builder | - | 1 | - | - | - | - | - | 1 |
| Plasterer, Ornamental | - | 1 | - | - | - | - | - | 1 |
| Plastics Technician | 1 | 5 | - | 2 | 1 | 2 | - | 1 |
| Plateworker | - | 11 | - | 2 | - | 7 | - | 2 |
| Plumber, Plant | 7 | 33 | - | 2 | - | 23 | - | 8 |
| Powerhouse Operator | 2 | 18 | 2 | 8 | 1 | 5 | - | 5 |
| Printer | - | 111 | 6 | 35 | 13 | 50 | - | 26 |
| Printer, Letterpress | 7 | 7 | 1 | 1 | - | - | - | 6 |
| Printer, Lithography | 2 | 2 | - | - | - | - | - | 2 |
| Process Instrument Mechanic | - | 50 | - | 7 | - | 34 | - | 9 |

continued

| Trade | Registration | | Cancellations | | Completions | | Active | |
|---|--------------|-------|---------------|-------|-------------|-------|----------------|-------|
| | During year | Total | During year | Total | During year | Total | March 31, 1968 | |
| Production Methods and Administration | - | 9 | - | - | - | 9 | - | - |
| Pulp and Paper Mechanic | - | 16 | 1 | 1 | - | 15 | - | - |
| Pyrometrician | - | 1 | - | 1 | - | - | - | - |
| Rigger | - | 8 | 2 | 4 | - | 1 | - | 3 |
| Roll Turner | 4 | 27 | - | 4 | 1 | 16 | - | 7 |
| Sailmaker | - | 2 | - | - | - | - | - | 2 |
| Scale Mechanic | 4 | 4 | - | - | - | - | - | 4 |
| Sewing Machine Mechanic | - | 1 | - | - | - | 1 | - | - |
| Sheet Metal Fabricator | - | 9 | 1 | 1 | 1 | 7 | - | 1 |
| Sheet Metal Worker, Plant | 8 | 56 | - | 5 | 3 | 34 | - | 17 |
| Sheet Metal Worker (Specialty Mfg.) | 10 | 10 | 1 | 1 | 3 | 3 | - | 6 |
| Ship Fitter | - | 16 | 2 | 5 | 1 | 6 | - | 5 |
| Ship Joiner | - | 8 | 1 | 4 | - | 4 | - | - |
| Shoemaker | - | 11 | - | 4 | 1 | 7 | - | - |
| Sign Painter | 1 | 9 | - | 4 | 1 | 3 | - | 2 |
| Small Engines Mechanic | - | 1 | - | - | - | - | - | 1 |
| Spring Maker | - | 2 | 1 | 1 | - | - | - | 1 |
| Stationary Engineer | - | 1 | - | - | - | 1 | - | - |
| Steamfitter, Plant | 2 | 20 | 2 | 5 | 3 | 10 | - | 5 |
| Steam Powerhouse Mechanic | - | 11 | - | 1 | - | 8 | - | 2 |
| Steelworker | - | 3 | - | 2 | - | 1 | - | - |
| Stellite Worker | 9 | 19 | - | 6 | - | - | - | 13 |
| Stokes and Smith Mechanic | - | 1 | - | - | - | 1 | - | - |
| Stonecutter | - | 2 | - | 2 | - | - | - | - |
| Structural Steel Mechanic | 1 | 10 | 1 | 3 | - | 4 | - | 3 |
| Television Repairer | - | 16 | 1 | 5 | 1 | 2 | - | 9 |
| Textile Hosiery Knitting Machine Adjuster | - | 8 | - | 3 | - | 5 | - | - |
| Tile Setter | 1 | 1 | - | - | - | - | - | 1 |
| Tool and Cutter Grinder | 1 | 3 | - | - | 1 | 2 | - | 1 |
| Tool Designer | - | 4 | - | - | - | 4 | - | - |
| Toolmaker | 36 | 86 | 4 | 10 | 9 | 13 | - | 63 |
| Toolmaker, Instrument | - | 59 | - | 4 | 3 | 47 | - | 8 |
| Tool and Die Maker | 319 | 1,891 | 79 | 266 | 218 | 692 | - | 933 |
| Tube Fitter | - | 1 | - | - | - | 1 | - | - |
| Upholsterer | 3 | 14 | 4 | 9 | - | - | - | 5 |
| Watchmaker | - | 26 | 2 | 14 | - | 9 | - | 3 |
| Welder | 2 | 142 | 9 | 31 | 11 | 61 | - | 50 |
| Welder, Arc | 8 | 9 | - | 1 | - | - | - | 8 |
| Welder, Arc and Gas | 15 | 15 | - | - | 1 | 1 | - | 14 |
| Welder, Shop | - | 3 | - | - | - | - | - | 3 |
| Woodworker | 1 | 242 | 2 | 91 | 2 | 145 | - | 6 |
| | 1,136 | 7,633 | 295 | 1,473 | 594 | 3,274 | - | 2,886 |

Report of comparative apprentice registrations
in trades having regulations

| Fiscal year ending
March 31st | Registrations | Certificates
issued | Cancellations | Active
apprentices |
|----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1959 | 2,064 | 879 | 519 | 6,137 |
| 1960 | 2,280 | 910 | 497 | 6,800 |
| 1961 | 2,261 | 1,295 | 561 | 6,949 |
| 1962 | 2,332 | 1,442 | 730 | 6,923 |
| 1963 | 2,682 | 1,469 | 825 | 7,207 |
| 1964 | 3,241 | 1,316 | 738 | 8,309 |
| 1965 | 4,243 | 1,543 | 950 | 9,813 |
| 1966 | 4,174 | 1,565 | 1,662 | 10,613 |
| 1967 | 5,598 | 2,281 | 1,523 | 12,407 |
| 1968 | 5,315 | 2,738 | 1,546 | 13,438 |
| | 59,066 | 27,514 | 15,248 | |

Certificates of qualification issued

| Trade | After
exam | Without
exam | Renewals | Cancelled | Duplicate | Mis. | Reciprocal | Totals |
|--------------------------------------|---------------|-----------------|----------|-----------|-----------|------|------------|---------|
| Barber | 554 | 1 | 7,121 | 1 | 31 | | 9 | 7,717 |
| Electrician | | | | | | | | |
| Const/Maint. | 1,846 | 3,599 | 17,469 | 9 | 48 | | 48 | 23,019 |
| Dom/Rural | 44 | 270 | 729 | 85 * | | | 1 | 1,129 |
| Hairdresser | 1,177 | | 19,316 | | 192 | | 72 | 20,757 |
| MVR | 2,806 | 1 | 36,800 | 25 | 176 | | 25 | 39,833 |
| Plumber | 528 | 5,083 | 2,938 | 109 * | 6 | | 8 | 8,672 |
| Plumber (Wet Heat) | 2 | 536 | 176 | 43 * | | | 2 | 759 |
| Refrigeration | 140 | 207 | 965 | 2 | 2 | | 2 | 1,318 |
| Sheet Metal | 189 | 2,980 | 1,944 | 1 | 1 | | 1 | 5,116 |
| Steamfitter | 225 | 4,095 | 1,905 | 1 | 2 | | 6 | 6,234 |
| Watch Repairer | 19 | 47 | 1,304 | | 5 | | | 1,375 |
| Totals | 7,530 | 16,819 | 90,667 | 276 | 463 | | 174 | 115,929 |
| Interprovincial Exams attempted – 42 | | | | | | | | |
| Read Seals issued – 30 | | | | | | | | |
| Interim Certificates Issued | | | | | | | | |
| Hairdresser | 1,034 | | | 40 ** | 8 | | 6 | 1,088 |

continued

* Cancelled for reissue in a related trade.
** Cancelled for issue of a certificate of qualification.

| Trade | After exam | Without exam | Renewals | Cancelled | Duplicate | Mis. | Reciprocal | Totals |
|--------------------------------------|------------|--------------|----------|-----------|-----------|------|------------|--------------|
| Voluntary Certificates Issued | | | | | | | | |
| Cement Mason | | 1 | | | | | | 1 |
| Chef | 40 | 187 | | | | | | 227 |
| Dry Cleaner | 27 | | | | | | | 27 |
| Lather | | 175 | | | | | | 175 |
| Radio and TV | 81 | 757 | | | | | | 838 |
| Totals | 148 | 1,120 | | | | | | 1,268 |

Summary report of examinations
for certificates of qualification

| Certified Trade | Examinations held | | | Apprentices | | | Students | | | Journeyman | | |
|------------------------|-------------------|---------------|---------------|-----------------------------------|---------------------------------|--------|-----------------------------------|------------------------------|--------|-----------------------------------|-----------------------------------|--------|
| | Toronto | Other centres | Total | Passed | | Failed | Passed | | Failed | Passed | | Failed |
| Motor Vehicle Repairer | 2,201 | 2,250 | 4,451 | Toronto 638
Other 933
1,571 | Toronto 199
Other 156
355 | | | | | Toronto 587
Other 694
1,281 | Toronto 777
Other 467
1,244 | |
| Electrician | 1,817 | 1,712 | 3,529 | Toronto 151
Other 252
403 | Toronto 42
Other 75
117 | | | | | Toronto 739
Other 662
1,401 | Toronto 885
Other 723
1,608 | |
| Plumbing | 544 | 565 | 1,109 | Toronto 109
Other 125
234 | Toronto 24
Other 72
96 | | | | | Toronto 132
Other 134
266 | Toronto 279
Other 234
513 | |
| Sheet Metal | 136 | 216 | 352 | Toronto 52
Other 81
133 | Toronto 46
Other 87
133 | | | | | Toronto 10
Other 11
21 | Toronto 28
Other 37
65 | |
| Refrigeration | 100 | 71 | 171 | Toronto 8
Other 10
18 | Toronto 5
Other 4
9 | | | | | Toronto 53
Other 35
88 | Toronto 34
Other 22
56 | |
| Watch Repairer | 60 | | 60 | | | | | | | Toronto 20
Other 20
40 | Toronto 40
Other 40
80 | |
| Hairdresser | 1,242 | 1,221 | 2,463 | Toronto 126
Other 170
296 | Toronto 28
Other 19
47 | | Toronto 497
Other 666
1,163 | Toronto 29
Other 46
75 | | Toronto 438
Other 273
711 | Toronto 124
Other 47
171 | |
| Barbers | 514 | 118 | 632 | Toronto 50
Other 13
63 | Toronto 10
Other 10
20 | | Toronto 63
Other 51
114 | Toronto 17
Other 17
34 | | Toronto 286
Other 48
334 | Toronto 88
Other 6
94 | |
| Totals | 6,614 | 6,153 | 12,767 | 2,718 | 767 | | 1,277 | 92 | | 4,122 | 3,791 | |

Report on Short Term Training Projects
developed in industry

| Occupation | Firms
involved | Entered training | | Graduate | |
|--------------------------------------|-------------------|------------------|--------|----------|--------|
| | | Male | Female | Male | Female |
| Aerial Crane Manufacturing | 1 | 3 | | | |
| Assemblers/Fitters | 5 | 244 | 25 | 262 | 25 |
| Auto Parts/Assemblers | 4 | 403 | | 464 | |
| Boat/Ship Builders | 3 | 152 | | 49 | |
| Business Form/Machine Operators | 2 | 1 | 9 | | |
| Business Machine Service | 1 | 32 | | 19 | |
| Ceramic Workers | 1 | 5 | 3 | 3 | 2 |
| Chemical Workers | 2 | 178 | | 165 | |
| Cold Header Workers | 1 | 4 | | | |
| Concrete Workers | 1 | 36 | | 39 | |
| Construction Machine Repair | 1 | 139 | | 126 | |
| Data Processing Machine | 1 | 10 | | | |
| Diamond Drillers and Sorters | 3 | 88 | | | |
| Dry Cleaning Equipment Manufacturing | 1 | 5 | | | |
| Electrical Components/Assemblers | 7 | 256 | 166 | 256 | 147 |
| Electricians (Vehicle) | 2 | 104 | | 71 | |
| Electronic Equipment | 6 | 41 | 16 | 38 | 1 |
| Envelope/Stationery | 1 | 3 | 3 | 1 | |
| Florist | 1 | 8 | 11 | 8 | 11 |
| Foundry Workers | 1 | | | 1 | |
| Furnace Builders | 1 | 9 | | 12 | |
| Furniture/Woodworkers | 1 | 173 | 47 | 198 | 46 |
| Garment Workers | 8 | 8 | 217 | 5 | 132 |
| Glassworkers/Mirrors | 3 | 174 | | 13 | |
| Heavy Duty Equipment | 5 | 171 | | 100 | |
| Home Improvements | 1 | | | 5 | |
| Hosiery Manufacturing | 1 | | 23 | | 16 |
| Instrument Makers | 2 | | 28 | | 6 |
| Knitting Machine Fixers | 2 | 16 | | 17 | |
| Laboratory Workers | 3 | | 4 | 6 | 4 |

continued

| Occupation | Firms involved | Entered training | | Graduate | |
|----------------------------|----------------|------------------|--------|----------|--------|
| | | Male | Female | Male | Female |
| Leather Workers | 1 | | | | 3 |
| Machine Operators | 11 | 223 | 19 | 167 | 5 |
| Maintenance Mechanics | 1 | 39 | | 19 | |
| Meat Cutters/Processors | 3 | 8 | | 20 | |
| Metal Fabricators | 8 | 124 | 2 | 100 | 2 |
| Mining | 8 | 515 | | 254 | |
| Motor Rebuilders | 1 | 8 | | 8 | |
| Motor Winders/Assemblers | 2 | 10 | 1 | 18 | 1 |
| Oil Refiners | 1 | 44 | | | |
| Paper Converters | 1 | 3 | | | |
| Petrol Tank Repairs | 1 | | | 1 | |
| Plastics | 3 | 96 | 30 | 71 | 22 |
| Porcelain Manufacturing | 1 | 7 | | 7 | |
| Pre-Fab. Homes | 1 | 95 | | 15 | |
| Public Transport Operators | 1 | 72 | | 12 | |
| Radio and TV Parts | 2 | 34 | 169 | 33 | 142 |
| Rubber Workers | 3 | 194 | 115 | 186 | 123 |
| School Bus Manufacturing | 1 | 6 | | | |
| Sewing Machine Operators | 19 | | 205 | | 173 |
| Shoe Manufacturing | 6 | 3 | 20 | 4 | 25 |
| Silversmith | 1 | 6 | | 16 | |
| Steel Workers | 5 | 43 | | 140 | |
| Synthetic Fibres | 2 | 132 | 17 | 42 | 2 |
| Telecommunications | 1 | 2 | | | |
| Telephone Installers | 1 | 122 | | 24 | |
| Textiles | 9 | 75 | 26 | 98 | 23 |
| Tool Manufacturing | 2 | 44 | | 13 | |
| Transistor Manufacturing | 1 | 3 | 39 | | 17 |
| Typewriter Manufacturing | 1 | 46 | 14 | 36 | 14 |
| Veneer Processors | 1 | | | 1 | |
| Welders | 5 | 53 | 3 | 60 | 7 |
| Wire Loom Manufacturing | 1 | | 71 | | 47 |

Licences issued to Private Trade Schools
during the year ending December 31, 1967
Trade Schools

| Trade | New | Renewed | In force
December 31, 1967 |
|--------------|----------|-----------|--|
| Barber | 1 | 4 | 4 |
| Hairdresser | 3 | 23 | 22 |
| | | | 1 (Pending further inspection **
Derwin's Hairdressing School,
Barrie) |
| Total | 4 | 27 | 26 |

Progressive achievement tests

| Centre | Passed | Failed | Total | DNA * | Total | Total passed |
|------------------|--------------|--------------|--------------|------------|--------------|--------------|
| Cornwall | 11 | 10 | 21 | 6 | 27 | 52% |
| Hamilton | 211 | 106 | 317 | 7 | 324 | 67% |
| Kingston | 45 | 10 | 55 | 0 | 55 | 82% |
| Kitchener | 115 | 99 | 214 | 15 | 229 | 54% |
| London | 276 | 149 | 425 | 136 | 561 | 65% |
| Orillia | 73 | 47 | 120 | 29 | 149 | 61% |
| Ottawa | 80 | 79 | 159 | 9 | 159 | 50% |
| Peterborough | 18 | 6 | 24 | 10 | 34 | 75% |
| Port Arthur | 47 | 12 | 59 | 7 | 66 | 80% |
| St. Catharines | 135 | 48 | 183 | 3 | 186 | 74% |
| Sault Ste. Marie | 5 | 5 | 10 | 3 | 13 | 50% |
| Sudbury | 58 | 20 | 78 | 33 | 111 | 74% |
| Timmins | 22 | 16 | 38 | 15 | 53 | 58% |
| Toronto | 615 | 469 | 1,084 | 545 | 1,629 | 57% |
| Windsor | 149 | 60 | 209 | 126 | 335 | 71% |
| | 1,860 | 1,136 | 2,996 | 944 | 3,940 | |

* Did not appear for examination after initial processing.

Office of the Athletics Commissioner

Statement of revenue for year ending March 31, 1968

Professional Wrestling

| | | | |
|-------|--|--|------------|
| Taxes | | | \$7,999.47 |
|-------|--|--|------------|

| | | | |
|--|--------------|----------|------------|
| Licences | | | |
| Professional wrestling licence class 1 | (2) @ \$500. | 1,000.00 | |
| Professional wrestling licence class 2 | (365) @ 5. | 1,825.00 | |
| To take part in exhibitions | (202) @ 5. | 1,010.00 | |
| To referee exhibitions | (11) @ 10. | 110.00 | |
| To referee exhibitions | (5) @ 25. | 125.00 | \$4,070.00 |

\$12,069.47

Professional Boxing

| | | | |
|-------|--|--|-------|
| Taxes | | | 63.15 |
|-------|--|--|-------|

| | | | |
|--|------------|----------|------------|
| Licences | | | |
| Professional boxing licence class 1 | (5) @ 500. | 2,500.00 | |
| Professional boxing licence class 2 | | | |
| To take part in contests and exhibitions | (18) @ 5. | 90.00 | |
| To referee contests and exhibitions | (6) @ 2. | 12.00 | |
| To manage professional boxers | (1) @ 5. | 5.00 | |
| To act as second at contests and exhibitions | (15) @ 2. | 30.00 | \$2,637.00 |

2,700.15

Amateur Boxing

| | | | |
|--|-----------|--------|--------|
| Licence to hold contests or exhibitions | (57) @ 5. | 285.00 | |
| Licence to referee contests or exhibitions | (18) @ 1. | 18.00 | 303.00 |

Amateur Wrestling

| | | | |
|---|----------|-------|-------|
| Licence to hold contests or exhibitions | (6) @ 2. | 12.00 | 12.00 |
|---|----------|-------|-------|

\$15,084.62

Security Deposits

| | | |
|-----------------------------|-----------------|-------------|
| On hand as at April 1, 1967 | Cash \$8,900.00 | |
| | Bonds 2,200.00 | \$11,100.00 |

| | | |
|--------------------------------|-----------------|----------|
| Received for fiscal year | | |
| April 1, 1967 - March 31, 1968 | Cash \$4,100.00 | 4,100.00 |

15,200.00

| | | |
|--------------------------------|-----------------|----------|
| Less - Deposits refunded | | |
| April 1, 1967 - March 31, 1968 | Cash \$7,800.00 | 7,800.00 |

| | | |
|--------------------------------------|-----------------|----------|
| Balance on hand as at March 31, 1968 | Cash \$5,200.00 | |
| | Bonds 2,200.00 | 7,400.00 |

Licences issued

| Type of licence | Number of licences |
|--|--------------------|
| Professional Wrestling | |
| Professional wrestling licences, class 1 | 2 |
| Professional wrestling licences, class 2 | 365 |
| To take part in exhibitions | 202 |
| To referee exhibitions | 16 |
| Professional Boxing | |
| Professional boxing licences, class 1 | 5 |
| To take part in contests and exhibitions | 18 |
| To referee contests and exhibitions | 6 |
| To manage professional boxers | 1 |
| To act as second at contests and exhibitions | 15 |
| Amateur Boxing | |
| For holding contests or exhibitions | 57 |
| To referee contests and exhibitions | 18 |
| Amateur Wrestling | |
| For holding contests or exhibitions | 6 |

Revenue received for licences issued, 1967-68

| Type of licence | Amount |
|--|-------------------|
| Professional Wrestling | |
| Professional wrestling licence, class 1 | \$1,000.00 |
| Professional wrestling licence, class 2 | 1,825.00 |
| To take part in exhibitions | 1,010.00 |
| To referee exhibitions | 235.00 * |
| Professional Boxing | |
| Professional boxing licences, class 1 | 2,500.00 |
| To take part in contests and exhibitions | 90.00 |
| To referee contests and exhibitions | 12.00 |
| To manage professional boxers | 5.00 |
| To act as second at contests and exhibitions | 30.00 |
| Amateur Boxing | |
| For holding contests or exhibitions | 285.00 |
| To referee contests and exhibitions | 18.00 |
| Amateur Wrestling | |
| Licence to hold contests or exhibitions | 12.00 |
| | \$7,022.00 |

* 11 licences @ \$10 each, 5 licences @ \$25 each.

Assistance to Amateur Sport

| | | |
|--|------------|--------------|
| Equipment | | \$101,892.21 |
| Awards and prizes | | 9,093.97 |
| Grants | | |
| Canadian Equestrian Team | \$1,000.00 | |
| Ontario Amateur Softball Association | 600.00 | |
| Canadian Centennial Squash Tournament | 750.00 | |
| Ontario Rural Softball Association | 400.00 | |
| AAU of Canada, Thunder Bay Branch | 400.00 | |
| Ontario Minor Lacrosse Association | 500.00 | |
| Bramalea Athletic Club | 600.00 | |
| Ontario Baseball Association | 750.00 | |
| Ontario Rural Hockey Association | 750.00 | |
| Ontario Lawn Tennis Association | 500.00 | |
| Ontario Amateur Speedskating Association | 750.00 | |
| Ontario Section, Canadian Amateur Swimming Association | 1,000.00 | |
| Southern Ontario Ski Zone (Canadian Amateur Ski Association) | 1,550.00 | |
| Ontario Amateur Wrestling Federation | 900.00 | |
| AAU of Canada, Central Ontario Branch | 600.00 | |
| Canadian Olympic Association | 15,000.00 | |
| Ontario Fencers' Association | 650.00 | |
| Ontario Amateur Basketball Association | 300.00 | |
| AAU of Canada, South-Western Ontario Branch | 500.00 | |
| Canadian Yachting Association | 750.00 | |
| 1st Highlanders Athletic Association | 250.00 | |
| Canadian Canoe Association (Western Division) | 500.00 | |
| Canadian National Ski Team | 1,000.00 | 30,000.00 |
| | | \$140,986.18 |

Industrial Safety Branch

Statistics for the fiscal year ending March, 1968

| Subject of complaints | Upheld | Not upheld | Total |
|-----------------------------|-------------|------------|-------|
| Child labour | 1 | 5 | 6 |
| Elevators | - | 1 | 1 |
| Machinery | 27 | 20 | 47 |
| Fire hazards | 22 | 19 | 41 |
| Sanitation | 31 | 31 | 62 |
| Heat and light | 68 | 39 | 107 |
| Fumes and dust | 116 | 111 | 227 |
| Miscellaneous | 74 | 97 | 171 |
| Total | 339 | 323 | 662 |
| Industrial Diseases | | | |
| Bronchial Asthma | 1 | | |
| Cancer (Skin) | 1 | | |
| Caustic soda poisoning | 1 | | |
| Chronic poisoning | 2 | | |
| Copper poisoning | 2 | | |
| Dermatitis and other rashes | 231 | | |
| Ionizing radiation | 2 | | |
| Lead poisoning | 5 | | |
| Lung condition unclassified | 6 | | |
| Mercury poisoning | 1 | | |
| Silicosis | (1 fatal) 2 | | |
| Zinc poisoning | 1 | | |
| Total | 255 | | |

There were 56 explosions causing injuries to 46 employees 4 of these were fatal.

2 of the above total explosions were not within our jurisdiction.

2,550 Accident reports were sent out to Officers to be investigated.

212 Machines and equipment were tagged out of order.

44,726 Directions were issued.

45,309 Directions were completed.

Report of number of Inspections by Industry

| Industry | Inspections (1) |
|---|-----------------|
| Manufacturing | 25,686 |
| Food and beverages | 3,901 |
| Tobacco products | 34 |
| Rubber products | 397 |
| Leather products | 433 |
| Textile products (except clothing) | 811 |
| Knitting mills | 224 |
| Clothing | 899 |
| Wood products | 1,822 |
| Furniture and fixtures | 1,116 |
| Paper and allied industries | 742 |
| Printing, publishing and allied industries | 1,626 |
| Primary metal | 802 |
| Metal fabricating (except mach. and trans. equip) | 4,122 |
| Machinery (except electrical machinery) | 1,223 |
| Transportation equipment | 1,180 |
| Electrical products | 1,446 |
| Non-metallic mineral products | 1,217 |
| Petroleum and coal products | 441 |
| Chemical and chemical products | 1,151 |
| Miscellaneous manufacturing | 1,958 |
| Miscellaneous mfg. incidental to other ind. | 141 |
| Construction | 2,103 |
| Transportation, Storage and Communication | 1,745 |
| Transportation | 1,156 |
| Storage (including grain elevators) | 428 |
| Communication | 161 |
| Public Utilities | 374 |
| Trade | 26,180 |
| Wholesale trade | 6,474 |
| Retail trade | 19,706 |
| Finance, Insurance and Real Estate | 618 |
| Service | 6,880 |
| Education and related service | 40 |
| Health and welfare service | 313 |
| Religious organizations | - |
| Recreation service | 196 |
| Business service | 220 |
| Personal service | 5,184 |
| Miscellaneous service | 927 |
| Public Administration and Defence | 579 |
| Unspecified or undefined | 23 |
| Total | 64,188 |

1) Inspections made with respect to the enforcement of the Acts and Regulations administered by The Department of Labour.

Industrial Safety Branch
Industrial Accidents, by Cause, Industry, and Sex

| Cause | Manufacturing Industries | | | | | | | | | | |
|--|---------------------------|--------------------------|----------------|-----------------|-----------------|------------------------|------------------|--------------|--------------------------------|-------------------------------------|--|
| | Food and beverage 101-147 | Tobacco products 151-153 | Rubber 161-169 | Leather 172-179 | Textile 183-229 | Knitting mills 231-239 | Clothing 242-249 | Wood 251-259 | Furniture and fixtures 261-268 | Paper and allied industries 271-274 | Printing, Publishing and allied industries 286-289 |
| Tools | | | | | | | | | | | |
| 1. All hand tools including portable powered | 179 | 1 | 12 | 15 | 41 | 9 | 13 | 35 | 19 | 24 | 6 |
| Machinery | | | | | | | | | | | |
| 2. Wood working | 2 | | 1 | 2 | | | | 114 | 64 | 13 | 2 |
| 3. Metal working except punch presses | 2 | | | 5 | 1 | | 1 | 4 | 24 | 2 | 2 |
| 4. Punch presses | 1 | | 1 | 2 | 1 | | | 1 | 6 | 7 | 1 |
| 5. Other machinery | 221 | 11 | 68 | 88 | 138 | 19 | 41 | 2 | 13 | 147 | 79 |
| Power transmission equipment | | | | | | | | | | | |
| 6. Gears, belts, pulleys, shafting, etc. | 10 | 1 | 6 | 1 | 14 | 1 | 1 | 10 | | 14 | 2 |
| Materials | | | | | | | | | | | |
| 7. Handled by fellow workmen | 38 | 3 | 5 | 2 | 3 | | | 9 | 2 | 6 | 5 |
| 8. Handled by victim | 692 | 21 | 152 | 65 | 173 | 16 | 26 | 185 | 157 | 268 | 112 |
| 9. Falling from stockpiles or loads | 106 | 2 | 17 | 10 | 24 | | 3 | 54 | 23 | 34 | 6 |
| 10. Nails and spikes | 11 | 2 | 1 | 5 | 5 | | | 10 | 3 | 3 | |
| 11. Thrown by tools | 2 | | 1 | 1 | | | | 4 | 2 | 5 | |
| 12. Thrown by machinery | 8 | 1 | 6 | 1 | 10 | 1 | 1 | 46 | 24 | 7 | |
| 13. Materials NEC | 140 | 4 | 26 | 16 | 33 | 4 | 8 | 64 | 40 | 39 | 11 |
| Hoisting and conveying apparatus | | | | | | | | | | | |
| 14. Elevators, hoists and cranes | 2 | | 2 | | 3 | 1 | | 1 | | 5 | |
| 15. Belts, sprocket, chain and other conveyors | 62 | 3 | 10 | 1 | 6 | | | 29 | 9 | 16 | 5 |
| 16. Hooks, chains, slings and cables | 11 | | 2 | 1 | 1 | | | 6 | | 11 | |
| Powered vehicles | | | | | | | | | | | |
| 17. Automobiles and trucks | 7 | | 1 | | 3 | | | 2 | | 6 | |
| 18. Lift trucks, loadmobiles, miscellaneous | 46 | 4 | 11 | 3 | 13 | | | 8 | 9 | 17 | 4 |
| 19. Railway | | | | | | | | 1 | | 2 | |
| Hand-operated vehicles | | | | | | | | | | | |
| 20. Hand trucks, wheelbarrows, etc. | 36 | 6 | 15 | 3 | 16 | 1 | | 6 | 4 | 8 | 8 |
| Fire and extreme temperatures | | | | | | | | | | | |
| 21. Fires, except gas or vapour | 4 | | 1 | | 2 | | | 3 | 3 | 2 | |
| 22. Fires, gas or vapour | | | 1 | | | | | | 1 | 1 | 3 |
| 23. Hot vapours, gases or liquids | 57 | | 3 | 7 | 7 | 3 | | 6 | 1 | 17 | 3 |
| 24. Hot solid objects | 7 | | 4 | | 1 | 2 | | | 2 | 3 | 1 |
| 25. Cold and other | 1 | | | | | | | 3 | | | |

| Cause | Manufacturing Industries | | | | | | | | | | | | | Total |
|--|---------------------------|--------------------------|----------------|-----------------|-----------------|------------------------|------------------|--------------|--------------------------------|-------------------------------------|--|--|---------------|-------|
| | Food and beverage 101-147 | Tobacco products 151-153 | Rubber 161-169 | Leather 173-179 | Textile 183-219 | Krafting mills 221-239 | Clothing 243-249 | Wood 251-259 | Furniture and fixtures 261-268 | Paper and allied industries 271-274 | Printing, publishing and allied industries 286-289 | Chemical and allied industries 291-298 | Other 299-309 | |
| Explosions | | | | | | | | | | | | | | |
| 26. Gas | 2 | | | | | | | | | | | | | 2 |
| 27. Dust | 6 | | | | | | | | | | | | | 6 |
| 28. Gasoline, oil, chemicals | 2 | | 1 | | | | | | 1 | | | | | 4 |
| 29. Bombs, pressure vessels and pipes | 1 | | | | | | | | | 1 | | | | 2 |
| 30. High explosives, fire arms and NEC | | | | | | | | | | | | | | |
| Agencies injuries to health | | | | | | | | | | | | | | |
| 31. Acids, alkalis and similar chemicals | 34 | 1 | | 1 | 5 | 2 | | 2 | 6 | 14 | 1 | | | 75 |
| 32. Dusts (Silicosis, etc.) | | | | | | | | 1 | | | | | | 1 |
| 33. Poisonous gases, or lack of oxygen | 7 | | 1 | 1 | 1 | | | | 1 | 10 | | | | 21 |
| 34. Ionizing radiation | | | | | | | | | | | | | | |
| 35. Welding flashes | 1 | | | | | | | 2 | 3 | | | | | 6 |
| 36. Industrial diseases, NEC | 18 | 1 | 2 | 4 | 6 | | 2 | 3 | 2 | | | | | 34 |
| Electricity | | | | | | | | | | | | | | |
| 37. Electricity | 5 | | | 1 | 1 | | 1 | 2 | 1 | 5 | | | | 16 |
| Working surfaces, same level | | | | | | | | | | | | | | 57 |
| 38. Rough ground or floor | 32 | 1 | 4 | 2 | 10 | 2 | | 9 | 3 | 19 | 3 | | | 121 |
| 39. Slippery surfaces | 369 | 6 | 25 | 76 | 88 | 10 | 8 | 40 | 17 | 76 | 19 | | | 555 |
| 40. NEC | 56 | 3 | 14 | 6 | 9 | 5 | 8 | 18 | 8 | 28 | 6 | | | 149 |
| Working surfaces, different levels | | | | | | | | | | | | | | 41 |
| 41. Ladders and stairs | 132 | 2 | 15 | 13 | 14 | 5 | 4 | 10 | 5 | 21 | 6 | | | 212 |
| 42. Platforms, ramps and stationary vehicles | 83 | 1 | 5 | 5 | 11 | | 2 | 12 | 10 | 14 | 4 | | | 142 |
| 43. Scaffolds and stagings | 8 | | 1 | 4 | | | | 1 | | | | | | 14 |
| 44. Stockpiles and loads | 14 | | 5 | 1 | 2 | | | 14 | 3 | 11 | 5 | | | 40 |
| 45. Buildings or other structures | 8 | | 1 | 5 | 4 | | | 5 | 3 | 4 | 1 | | | 25 |
| 46. NEC | 19 | | 2 | 3 | 7 | | | 4 | 3 | 8 | 2 | | | 39 |
| Miscellaneous | | | | | | | | | | | | | | |
| 47. Flying particles | 23 | | 6 | 1 | 10 | 2 | 2 | 12 | 10 | 7 | 4 | | | 65 |
| 48. Infection, NEC | 51 | | 5 | 5 | 6 | 2 | 1 | 7 | 9 | 5 | 2 | | | 82 |
| 49. Over-exertion, NEC | 1 | | | | | | | | | | | | | 1 |
| 50. Jammed between articles | 97 | 1 | 17 | 4 | 20 | | | 43 | 18 | 34 | 8 | | | 124 |
| 51. Miscellaneous | 191 | 5 | 25 | 27 | 58 | 19 | 17 | 43 | 42 | 72 | 43 | | | 413 |
| Total | 2,805 | 84 | 477 | 349 | 734 | 107 | 142 | 827 | 552 | 997 | 344 | | | 2,401 |
| Total | 2 | | | 1 | 1 | | | 3 | | 2 | | | | 5 |

| Cause | Manufacturing Industries | | | | | | | | | | | | | Total |
|--|---------------------------|--------------------------|----------------|-----------------|-----------------|------------------------|------------------|--------------|--------------------------------|-------------------------------------|--|--|---------------|-------|
| | Food and beverage 101-147 | Tobacco products 151-153 | Rubber 161-169 | Leather 173-179 | Textile 183-219 | Krafting mills 221-239 | Clothing 243-249 | Wood 251-259 | Furniture and fixtures 261-268 | Paper and allied industries 271-274 | Printing, publishing and allied industries 286-289 | Chemical and allied industries 291-298 | Other 299-309 | |
| Explosions | | | | | | | | | | | | | | |
| 26. Gas | 2 | | | | | | | | | | | | | 2 |
| 27. Dust | 6 | | | | | | | | | | | | | 6 |
| 28. Gasoline, oil, chemicals | 2 | | 1 | | | | | | 1 | | | | | 4 |
| 29. Bombs, pressure vessels and pipes | 1 | | | | | | | | | 1 | | | | 2 |
| 30. High explosives, fire arms and NEC | | | | | | | | | | | | | | |
| Agencies injuries to health | | | | | | | | | | | | | | |
| 31. Acids, alkalis and similar chemicals | 34 | 1 | | 1 | 5 | 2 | | 2 | 6 | 14 | 1 | | | 75 |
| 32. Dusts (Silicosis, etc.) | | | | | | | | 1 | | | | | | 1 |
| 33. Poisonous gases, or lack of oxygen | 7 | | 1 | 1 | 1 | | | | 1 | 10 | | | | 21 |
| 34. Ionizing radiation | | | | | | | | | | | | | | |
| 35. Welding flashes | 1 | | | | | | | 2 | 3 | | | | | 6 |
| 36. Industrial diseases, NEC | 18 | 1 | 2 | 4 | 6 | | 2 | 3 | 2 | | | | | 34 |
| Electricity | | | | | | | | | | | | | | |
| 37. Electricity | 5 | | | 1 | 1 | | 1 | 2 | 1 | 5 | | | | 16 |
| Working surfaces, same level | | | | | | | | | | | | | | 57 |
| 38. Rough ground or floor | 32 | 1 | 4 | 2 | 10 | 2 | | 9 | 3 | 19 | 3 | | | 121 |
| 39. Slippery surfaces | 369 | 6 | 25 | 76 | 88 | 10 | 8 | 40 | 17 | 76 | 19 | | | 555 |
| 40. NEC | 56 | 3 | 14 | 6 | 9 | 5 | 8 | 18 | 8 | 28 | 6 | | | 149 |
| Working surfaces, different levels | | | | | | | | | | | | | | 41 |
| 41. Ladders and stairs | 132 | 2 | 15 | 13 | 14 | 5 | 4 | 10 | 5 | 21 | 6 | | | 212 |
| 42. Platforms, ramps and stationary vehicles | 83 | 1 | 5 | 5 | 11 | | 2 | 12 | 10 | 14 | 4 | | | 142 |
| 43. Scaffolds and stagings | 8 | | 1 | 4 | | | | 1 | | | | | | 14 |
| 44. Stockpiles and loads | 14 | | 5 | 1 | 2 | | | 14 | 3 | 11 | 5 | | | 40 |
| 45. Buildings or other structures | 8 | | 1 | 5 | 4 | | | 5 | 3 | 4 | 1 | | | 25 |
| 46. NEC | 19 | | 2 | 3 | 7 | | | 4 | 3 | 8 | 2 | | | 39 |
| Miscellaneous | | | | | | | | | | | | | | |
| 47. Flying particles | 23 | | 6 | 1 | 10 | 2 | 2 | 12 | 10 | 7 | 4 | | | 65 |
| 48. Infection, NEC | 51 | | 5 | 5 | 6 | 2 | 1 | 7 | 9 | 5 | 2 | | | 82 |
| 49. Over-exertion, NEC | 1 | | | | | | | | | | | | | 1 |
| 50. Jammed between articles | 97 | 1 | 17 | 4 | 20 | | | 43 | 18 | 34 | 8 | | | 124 |
| 51. Miscellaneous | 191 | 5 | 25 | 27 | 58 | 19 | 17 | 43 | 42 | 72 | 43 | | | 413 |
| Total | 2,805 | 84 | 477 | 349 | 734 | 107 | 142 | 827 | 552 | 997 | 344 | | | 2,401 |
| Total | 2 | | | 1 | 1 | | | 3 | | 2 | | | | 5 |

| Community, Business and Personal Service | | | | | | | | | | Female | | Male | |
|--|------------------------------|---|--------------------------------|---------------------------|---|--|-----------------------------|-------------------------------------|--|--------|-----------|--------|-----------|
| Total | Unspecified or undefined 999 | Public administration and defence 902-991 | Miscellaneous services 891-899 | Personal services 871-879 | Services to business management 861-869 | Motion picture and recreational services 851-859 | Religious organizations 831 | Health and welfare services 821-828 | Education and related services 801-809 | Fatal | Non-fatal | Fatal | Non-fatal |
| | | | | | | | | | | | | | |
| 5 | | 2 | | | | | | | | | | 1 | 26 |
| 7 | | | | | | | | | | | | 7 | 27 |
| 18 | | | | | | | | | | | | 1 | 28 |
| 6 | | | | | | | | | | | | 6 | 29 |
| 10 | | | | | | | | | | | | 8 | 30 |
| 365 | | 7 | | 5 | | | | | | 49 | | 316 | 31 |
| 14 | | 3 | | | | | | | | | | 1 | 32 |
| 64 | | 8 | | | | | | | | 7 | | 57 | 33 |
| 2 | | | | | | | | | | | | 2 | 34 |
| 73 | | 1 | | | | | | | | 3 | | 70 | 35 |
| 126 | | | | 1 | | | | | | 31 | | 95 | 36 |
| 85 | | 4 | 1 | 1 | | | | | | 3 | | 80 | 37 |
| 504 | | 11 | | | | | | | | 53 | | 451 | 38 |
| 2,061 | 1 | 79 | 5 | 21 | | | | 1 | | 334 | | 1,727 | 39 |
| 757 | 2 | 24 | 2 | 5 | | | | | | 198 | | 559 | 40 |
| 774 | | 33 | | 9 | 1 | | | 1 | | 154 | | 619 | 1 41 |
| 715 | | 20 | | 3 | | | | | | 25 | | 689 | 1 42 |
| 93 | | 5 | | | | | | | | 1 | | 92 | 43 |
| 170 | | 2 | | | | | | | | 5 | | 165 | 44 |
| 81 | | 3 | 1 | | | | | | | 4 | | 75 | 2 45 |
| 289 | | 6 | | 1 | | | | | | 29 | | 258 | 2 46 |
| 582 | | 19 | | | 1 | | | | | 37 | | 545 | 47 |
| 279 | | 3 | | | | | | | | 64 | | 215 | 48 |
| 1 | | | | | | | | | | | | 1 | 49 |
| 988 | | 17 | 1 | 3 | 1 | | | 1 | | 56 | | 931 | 1 50 |
| 2,198 | | 62 | | 20 | 1 | | | | | 387 | | 1,810 | 1 51 |
| 28,662 | 15 | 561 | 17 | 187 | 9 | 2 | | 10 | 8 | 3,649 | | 24,965 | 48 |
| | | | 1 | | | | | | | | | | 48 |

Directions of Officers to Employers
Under The Industrial Safety Act, 1964

| Industry | Subjects of Directions (I) | | | | |
|---|----------------------------|------------------------------|-------|-------------------------|--|
| | Inspections
Boilers | Other
pressure
vessels | Total | Fire
escapes
etc. | Building
plans to be
submitted
for approval |
| Manufacturing | 22 | 602 | 624 | 3,674 | 392 |
| Food and beverages | 12 | 46 | 58 | 436 | 43 |
| Tobacco products | - | - | - | 5 | 2 |
| Rubber products | 1 | 12 | 13 | 94 | 4 |
| Leather products | - | 9 | 9 | 81 | 3 |
| Textile products (except clothing) | 1 | 7 | 8 | 146 | 8 |
| Spinning mills | - | - | - | 35 | 2 |
| Clothing | - | 4 | 4 | 103 | 2 |
| Wood products | 1 | 65 | 66 | 159 | 36 |
| Furniture and fixtures | - | 46 | 46 | 209 | 23 |
| Paper and allied industries | - | 14 | 14 | 131 | 7 |
| Printing, publishing and allied industries | 1 | 20 | 21 | 237 | 7 |
| Primary metal | - | 15 | 15 | 123 | 28 |
| Metal fabricating (except mach. and trans. equip) | 2 | 172 | 174 | 498 | 89 |
| Machinery (except electrical machinery) | - | 33 | 33 | 175 | 22 |
| Transportation equipment | - | 31 | 31 | 275 | 22 |
| Electrical products | 1 | 19 | 20 | 272 | 7 |
| Non-metallic mineral products | 2 | 22 | 24 | 128 | 39 |
| Petroleum and coal products | - | 7 | 7 | 38 | 8 |
| Chemical and chemical products | - | 16 | 16 | 190 | 14 |
| Miscellaneous manufacturing | 1 | 54 | 55 | 330 | 26 |
| Miscellaneous mfg. incidental to other ind. | - | 10 | 10 | 9 | - |
| Construction | 1 | 84 | 85 | 172 | 114 |
| Transportation, Storage and Communication | 2 | 93 | 95 | 213 | 35 |
| Transportation | 2 | 84 | 86 | 136 | 19 |
| Storage (including grain elevators) | - | 5 | 5 | 67 | 12 |
| Communication | - | 4 | 4 | 10 | 4 |

continued

| Evaporators and hoists | Guarding machinery | Heat | Light | Ventilation | Sanitation | Seats for female employees | Toilets etc. | Dressing room matron etc. | Headgear for female employees | Child labour | Misc. | Totals |
|------------------------|--------------------|------|-------|-------------|------------|----------------------------|--------------|---------------------------|-------------------------------|--------------|--------|--------|
| 38 | 9,659 | 32 | 71 | 884 | 744 | 5 | 233 | 65 | 290 | 10 | 10,022 | 26,743 |
| 11 | 1,134 | - | 19 | 76 | 93 | 1 | 55 | 6 | 13 | 3 | 1,101 | 3,049 |
| 2 | 22 | - | - | - | 1 | - | - | - | 1 | - | 19 | 52 |
| - | 124 | 3 | - | 19 | 13 | - | 2 | - | 2 | - | 203 | 477 |
| 2 | 188 | - | 1 | 9 | 26 | - | 8 | 3 | 7 | - | 150 | 487 |
| 4 | 342 | - | 1 | 13 | 29 | - | 8 | 4 | 28 | - | 263 | 854 |
| 1 | 57 | - | 1 | 1 | 11 | - | 5 | 1 | 14 | - | 80 | 208 |
| 1 | 200 | 3 | 1 | 8 | 19 | - | 6 | 4 | 4 | 1 | 149 | 505 |
| 2 | 949 | 3 | 5 | 29 | 27 | - | 15 | 5 | 16 | 4 | 726 | 2,042 |
| 1 | 316 | 1 | 5 | 39 | 30 | 2 | 9 | 4 | 13 | 1 | 347 | 1,046 |
| 6 | 395 | 2 | 6 | 28 | 22 | - | 4 | 3 | 35 | - | 436 | 1,089 |
| 1 | 272 | 1 | 1 | 32 | 32 | - | 10 | 2 | 17 | - | 341 | 974 |
| 1 | 408 | 1 | 6 | 85 | 49 | - | 6 | 3 | 7 | - | 634 | 1,366 |
| Γ | 1,976 | 6 | 8 | 150 | 104 | - | 34 | 4 | 41 | - | 1,700 | 4,785 |
| 1 | 420 | 1 | 5 | 56 | 33 | - | 7 | 3 | 5 | 1 | 584 | 1,346 |
| 1 | 735 | 4 | 2 | 86 | 86 | - | 10 | 5 | 11 | - | 734 | 2,002 |
| 1 | 707 | - | 2 | 73 | 53 | - | 14 | 8 | 33 | - | 596 | 1,786 |
| - | 384 | 3 | 2 | 62 | 22 | - | 11 | - | 3 | - | 615 | 1,293 |
| - | 57 | - | - | 1 | 1 | - | 6 | - | - | - | 169 | 287 |
| 1 | 272 | 1 | 3 | 59 | 25 | 1 | 4 | 1 | 11 | - | 506 | 1,104 |
| 1 | 682 | 3 | 3 | 57 | 65 | 1 | 18 | 9 | 29 | - | 641 | 1,920 |
| - | 19 | - | - | 1 | 3 | - | 1 | - | - | - | 28 | 71 |
| - | 390 | 4 | 4 | 45 | 18 | - | 11 | - | - | - | 499 | 1,342 |
| 1 | 173 | 1 | 6 | 41 | 13 | - | 14 | 2 | 1 | - | 533 | 1,128 |
| - | 94 | 1 | - | 27 | 5 | - | 9 | - | 1 | - | 378 | 756 |
| 1 | 59 | - | 6 | 11 | 6 | - | 3 | 1 | - | - | 139 | 310 |
| - | 20 | - | - | 3 | 2 | - | 2 | 1 | - | - | 16 | 62 |

continued

Directions of Officers to Employers
under The Industrial Safety Act, 1964

| Industry | Subject of Directions (1) | | | | |
|------------------------------------|---------------------------|------------------------|-------|-------------------|---|
| | Inspections | | | | |
| | Boilers | Other pressure vessels | Total | Fire escapes etc. | Building plans to be submitted for approval |
| Public Utilities | 1 | 14 | 15 | 32 | |
| Trade | 6 | 1,091 | 1,097 | 2,606 | 23 |
| Wholesale trade | 4 | 162 | 166 | 669 | 9 |
| Retail trade | 2 | 929 | 931 | 1,937 | 14 |
| Finance, Insurance and Real Estate | 3 | 32 | 35 | 164 | 3 |
| Service | 7 | 112 | 119 | 422 | 2 |
| Education and related service | - | 1 | 1 | 2 | |
| Health and welfare service | - | 1 | 1 | 16 | |
| Religious organizations | - | - | - | - | |
| Recreation service | - | 3 | 3 | 21 | |
| Business service | - | 7 | 7 | 41 | |
| Personal service | 7 | 45 | 52 | 274 | 1 |
| Miscellaneous service | - | 55 | 55 | 68 | |
| Public Administration and Defence | 1 | 40 | 41 | 135 | |
| Unspecified or undefined | - | - | - | 1 | |
| Total | 43 | 2,068 | 2,111 | 7,419 | 85 |

(1) Directions given for the protection of the health and safety of employees or any persons in a factory, shop or office building.

| vators
and
hoists | Guarding
machinery | Heat | Light | Ventilation | Sanitation | Seats
for female
employees | Toilets
etc. | Dressing
room
matron etc. | Headgear
for female
employees | Child
labour | Misc. | Totals |
|-------------------------|-----------------------|------|-------|-------------|------------|----------------------------------|-----------------|---------------------------------|-------------------------------------|-----------------|--------|--------|
| - | 56 | - | 3 | 18 | 6 | - | 4 | - | - | - | 118 | 258 |
| 13 | 1,966 | 23 | 70 | 285 | 307 | 1 | 179 | 35 | 5 | 14 | 5,036 | 11,873 |
| 10 | 920 | 7 | 18 | 86 | 63 | - | 54 | 3 | 4 | 3 | 1,470 | 3,563 |
| 3 | 1,046 | 16 | 52 | 199 | 244 | 1 | 125 | 32 | 1 | 11 | 3,566 | 8,310 |
| 3 | 16 | 4 | 1 | 3 | 14 | - | 14 | - | - | - | 88 | 382 |
| 2 | 426 | 14 | 22 | 51 | 119 | 1 | 42 | 8 | 1 | 4 | 1,139 | 2,390 |
| - | 6 | 1 | - | - | 1 | - | - | - | - | - | 7 | 19 |
| 1 | 38 | 3 | - | 4 | 4 | - | 1 | 1 | - | - | 46 | 115 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | 4 | - | 1 | 1 | - | - | - | - | - | 1 | 27 | 60 |
| - | 25 | - | - | 4 | 2 | - | 4 | - | - | - | 42 | 126 |
| 1 | 223 | 8 | 19 | 27 | 104 | 1 | 34 | 7 | - | 3 | 838 | 1,602 |
| - | 130 | 2 | 2 | 15 | 8 | - | 3 | - | 1 | - | 179 | 468 |
| 2 | 137 | 2 | 4 | 34 | 3 | - | 11 | - | - | - | 228 | 605 |
| - | 1 | - | - | 1 | - | - | - | - | - | - | 2 | 5 |
| 59 | 12,824 | 80 | 181 | 1,362 | 1,224 | 7 | 508 | 110 | 297 | 28 | 17,665 | 44,726 |

Distribution of employees in Industry

| Industry | Male | Female | Total employees |
|---|------------------|----------------|------------------|
| Manufacturing | 876,514 | 317,096 | 1,193,610 |
| Food and beverages | 73,555 | 42,829 | 116,384 |
| Tobacco products | 2,947 | 2,183 | 5,130 |
| Rubber products | 19,808 | 7,682 | 27,490 |
| Leather products | 12,088 | 10,573 | 22,661 |
| Textile products (except clothing) | 24,003 | 19,039 | 43,042 |
| Knitting mills | 2,482 | 8,925 | 11,407 |
| Clothing | 9,345 | 26,000 | 35,345 |
| Wood products | 29,663 | 4,970 | 34,633 |
| Furniture and fixtures | 20,489 | 5,781 | 26,270 |
| Paper and allied industries | 98,555 | 13,655 | 112,210 |
| Printing, publishing and allied industries | 35,050 | 17,124 | 52,174 |
| Primary metal | 90,663 | 6,408 | 97,071 |
| Metal fabricating (except mach. and trans. equip) | 86,252 | 21,790 | 108,042 |
| Machinery (except electrical machinery) | 57,941 | 10,851 | 68,792 |
| Transportation equipment | 102,009 | 19,464 | 121,473 |
| Electrical products | 107,704 | 51,707 | 159,411 |
| Non-metallic mineral products | 30,101 | 4,486 | 34,587 |
| Petroleum and coal products | 6,181 | 1,344 | 7,525 |
| Chemical and chemical products | 35,388 | 14,367 | 49,755 |
| Miscellaneous manufacturing | 31,500 | 27,574 | 59,074 |
| Miscellaneous mfg. incidental to other ind. | 790 | 344 | 1,134 |
| Construction | 21,105 | 1,666 | 22,771 |
| Transportation, Storage and Communication | 30,184 | 7,404 | 37,588 |
| Transportation | 19,551 | 1,721 | 21,272 |
| Storage (including grain elevators) | 5,870 | 493 | 6,363 |
| Communication | 4,763 | 5,190 | 9,953 |
| Public Utilities | 5,392 | 628 | 6,020 |
| Trade | 154,640 | 102,886 | 257,526 |
| Wholesale trade | 51,329 | 17,317 | 68,646 |
| Retail trade | 103,311 | 85,569 | 188,880 |
| Finance, Insurance and Real Estate | 7,450 | 6,157 | 13,607 |
| Service | 21,329 | 29,289 | 50,618 |
| Education and related service | 351 | 101 | 452 |
| Health and welfare service | 1,535 | 2,806 | 4,341 |
| Religious organizations | - | - | - |
| Recreation service | 731 | 284 | 1,015 |
| Business service | 2,003 | 1,193 | 3,196 |
| Personal service | 12,508 | 23,999 | 36,507 |
| Miscellaneous service | 4,201 | 906 | 5,107 |
| Public Administration and Defence | 12,821 | 3,485 | 16,306 |
| Unspecified or undefined | 71 | 54 | 125 |
| Total | 1,129,506 | 468,665 | 1,598,171 |

Registration Certificates issued to new firms
under Section 17 of The Industrial Safety Act, 1964

| Industry | Registration
certificates |
|---|------------------------------|
| Manufacturing | 1,100 |
| Food and beverages | 103 |
| Tobacco products | 6 |
| Rubber products | 8 |
| Leather products | 17 |
| Textile products (except clothing) | 22 |
| Knitting mills | 4 |
| Clothing | 45 |
| Wood products | 106 |
| Furniture and fixtures | 80 |
| Paper and allied industries | 29 |
| Printing, publishing and allied industries | 78 |
| Primary metal | 15 |
| Metal fabricating (except mach. and trans. equip) | 202 |
| Machinery (except electrical machinery) | 63 |
| Transportation equipment | 63 |
| Electrical products | 40 |
| Non-metallic mineral products | 52 |
| Petroleum and coal products | 20 |
| Chemical and chemical products | 33 |
| Miscellaneous manufacturing | 105 |
| Miscellaneous mfg. incidental to other ind. | 9 |
| Construction | 1 |
| Transportation, Storage and Communication | 111 |
| Transportation | 74 |
| Storage (including grain elevators) | 37 |
| Communication | - |
| Public Utilities | - |
| Trade | 1,063 |
| Wholesale trade | 483 |
| Retail trade | 580 |
| Finance, Insurance and Real Estate | - |
| Service | 159 |
| Education and related service | 9 |
| Health and welfare service | - |
| Religious organizations | - |
| Recreation service | - |
| Business service | - |
| Personal service | 71 |
| Miscellaneous service | 79 |
| Public Administration and Defence | 27 |
| Unspecified or undefined | - |
| Total | 2,461 |

Construction Safety Branch

Summary of Inspectors' annual reports The Trench Excavators' Protection Act, 1967

| | |
|--|---|
| Number of Inspectors appointed | 1,169 * |
| Number of notices received | 28,084 |
| Total length of trenches for which notices were received | 7,388,978 lin. ft.
(app. 1400 miles) |
| Number of informations laid | 58 |
| Number of convictions | 18 |
| Total amount of fines | \$4,975 |
| Fatalities on projects under The Trench Excavators' Protection Act | 2 |
| Number of stop work orders | 1,040 |
| Number of orders to comply | 2,036 |
| Number of inspections reported | 80,219 |

Summary of Inspectors' annual reports Construction Safety Act, 1967

| | |
|---|----------|
| Number of Inspectors appointed | 230 |
| Number of inspections | 132,691 |
| Number of informations laid | 336 |
| Number of convictions | 150 |
| Total amount of fines | \$33,445 |
| Number of fatalities on projects under The Construction Safety Act, 1961-62 | 41 |
| Number of stop work orders | 5,560 |
| Number of orders to comply | 25,161 |

* Number of inspectors recorded in annual reports submitted
(830 Local Municipalities out of 927)

Inspections by Construction Safety Officers
The Trench Excavators' Protection Act

| | |
|---|-------|
| 1. Joint inspections with municipal inspectors | 1,732 |
| 2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts) | 11 |
| 3. Other independent inspections and calls on trench inspectors | 635 |
| Total | 2,378 |

Inspections by Construction Safety Officers
The Construction Safety Act, 1961-62

| | |
|---|-------|
| 1. Joint inspections with municipal inspectors | 5,022 |
| 2. Inspections by Provincial Construction Safety Officer in areas where he was inspector (Unorganized territories in Territorial Districts) | 264 |
| 3. Other independent inspections (e.g. in areas where no inspector is appointed) | 31 |
| 4. Promotional and public relations calls (i.e. on Clerks, Wardens, etc.) | 1,041 |
| Total | 6,358 |

Projects inspected under Ontario Regulations 100/63
 Projects under compressed air

| No. | Contractor | Location | Pressure | | No. of decompressions | | | No. of cases of bends |
|--------|------------------------------------|----------|----------|------|-----------------------|-------------------|--------|-----------------------|
| | | | Min. | Max. | Shift workers | Supervisors, etc. | Total | |
| 64/165 | Schwenger Construction Co. Limited | Hamilton | 3 | 32 | 4,257 | 928 | 5,185 | 20 |
| 65/298 | First Line Contr. Limited | Toronto | 2 | 3 | 170 | 57 | 227 | Nil |
| 66/37 | S. McNally & Sons Limited | Toronto | 5 | 17 | 2,583 | 743 | 3,326 | Nil |
| 66/170 | Robt. McAlpine Limited | Toronto | 6 | 10 | 924 | 381 | 1,305 | Nil |
| 66/343 | S. McNally & Sons Limited | Toronto | 2 | 9 | 971 | 761 | 1,732 | Nil |
| 66/345 | Ontario Underground Construction | Toronto | 2 | 8½ | 3,229 | 929 | 4,158 | Nil |
| 66/394 | Scott-Jackson Construction Ltd. | Toronto | 5 | 10 | 4,001 | 2,190 | 6,191 | Nil |
| 66/432 | Jno. Maguire Contr. Co. Limited | Toronto | 4 | 5 | 251 | 103 | 354 | Nil |
| 67/37 | Spino Contr. Co. Ltd. | Cornwall | 3 | 12 | 1,919 | 448 | 2,367 | Nil |
| 67/97 | First Line Contr. Limited | Toronto | 3 | 4 | 163 | 120 | 283 | Nil |
| 67/174 | S. McNally & Sons Limited | Toronto | 5 | 13 | 1,076 | 363 | 1,439 | Nil |
| 67/340 | Keystone Contr. Ltd. | Windsor | 9 | 13 | 64 | 50 | 114 | Nil |
| Total | | | | | 19,608 | 7,073 | 26,681 | 20 |

Projects under Ontario Regulations 100/63
 April 1, 1967 to March 31, 1968
 Inspection summary

| | Projects under inspection | Completed during year | C/F to next year | Less than 60" diam. | 60" diam. and over | Projects under compressed air | No. of inspections | No. of directions | No. of inspections with no directions |
|-------------------------------|---------------------------|-----------------------|------------------|---------------------|--------------------|-------------------------------|--------------------|-------------------|---------------------------------------|
| Long tunnels | 138 | 86 | 52 | 16,442 | 160,316 | 12 | 1,881 | 539 | 1,627 |
| Short tunnels (under 50') | 93 | 87 | 6 | 2,046 | 454 | Nil | 429 | 56 | 401 |
| Jacked tunnels | 64 | 56 | 8 | 6,028 | 114 | Nil | 287 | 54 | 268 |
| Large caissons | - | - | Nil | n/a | n/a | Nil | - | - | - |
| Augured caissons | let | 113 | 22 | n/a | n/a | Nil | 565 | 33 | 543 |
| Cofferdams, underpinning etc. | 36 | 20 | 16 | n/a | n/a | Nil | 219 | 23 | 203 |
| Total | 466 | 362 | 104 | 24,516 | 160,884 | 12 | 3,381 | 705 | 3,042 |

Fatalities - 2
 n/a - Not applicable

Elevator Inspection Branch

Report of annual registration of contractors

| Maximum number of
elevator mechanics
employed by contractor | First annual
registration
Number of
Contractors | Subsequent annual
registration | Total Number
of Contractors |
|---|--|-----------------------------------|--------------------------------|
| | | Number of
Contractors | |
| Not more than 2 | 7 | 59 | 66 |
| More than 2, but fewer than 20 | 0 | 10 | 10 |
| 20 or more | 0 | 5 | 5 |
| Total | 7 | 74 | 81 |

Drawings and specifications of elevating devices approved during fiscal year 1968

| Elevating device | Drawings submitted
and approved during
April 1st, 1967 –
March 31, 1968 | | Drawings submitted
prior to April 1st
and approved during | | Total | | Additional set | |
|-----------------------|--|-----|---|-----|-------|-----|----------------|-----|
| | New | M/A | New | M/A | New | M/A | New | M/A |
| Passengers | 685 | 35 | | | | | | 720 |
| H.P. passengers | 7 | | | | | | | 7 |
| Freight | 72 | 10 | | | | | | 82 |
| Class A D/W | 57 | 7 | | | | | | 64 |
| H.P. class A | | | | | | | | |
| Class B D/W | 2 | | | | | | | 2 |
| H.P. class B | | | | | | | | |
| Escalator - one | 21 | | | | | | | 21 |
| Escalator - series | 4 | | | | | | | 4 |
| Manlift | 4 | | | | | | | 4 |
| Incline lift | 7 | | | | | | | 7 |
| Ski tow (rope) | 27 | 3 | | | | | | 30 |
| Ski tow (T and J bar) | 7 | 1 | | | | | | 8 |
| Ski lift (chair) | | | | | | | | |
| Total | 893 | 56 | | | | | | 949 |
| Workmen's hoists | 39 | | | | | | | 39 |
| Grand total | 932 | 56 | | | | | | 988 |

Inspections under The Elevators and Lifts Act

| Designation | Inspections | | | | Special calls | | |
|--------------------|-------------|-----|--------|------------|---------------|-------|-----------|
| | New | M/A | Annual | Subsequent | Safety test | Other | Accidents |
| Passenger | 616 | 53 | 6,463 | 312 | 3,016 | 4,608 | 5 |
| HP passenger | 7 | | 108 | 3 | 9 | 36 | |
| Freight | 69 | 15 | 4,487 | 37 | 1,945 | 2,930 | 13 |
| HP freight | | | 26 | | 6 | 22 | |
| Class A D/W | 69 | 9 | 1,107 | 20 | 49 | 329 | 2 |
| HP class A D/W | | | 13 | | | 12 | |
| Class B D/W | 3 | 5 | 104 | 3 | 10 | 78 | |
| HP class B D/W | | | 21 | | | 3 | |
| Escalator | | | (1) | | | | |
| Speed ramp | 40 | | 220 | 27 | | 57 | 4 |
| Moving walk | 2 | | 2 | 1 | | 1 | |
| Escalator series | | | (167) | | | (9) | |
| | | | 42 | | | 3 | |
| Incline lift | | (1) | | (1) | | | |
| Aero car | 5 | 2 | 47 | 4 | 4 | 64 | |
| Manlift (E.B.) | 5 | | 103 | 3 | | 30 | 1 |
| Ski tow (rope) | 21 | | 155 | 5 | | 88 | |
| Ski tow T or J bar | 6 | | 89 | 3 | | 31 | |
| Poma lift | 1 | | 15 | | | 2 | |
| Ski tow (chair) | 1 | | 21 | 1 | | 16 | |
| Not applicable | | | | | 3 | 127 | |
| Total | 845 | 84 | 13,023 | 419 | 5,042 | 8,438 | 25 |

Construction Hoists Act Report of number of inspections of construction hoists

| Installation | Inspections | | | Total | Miscellaneous | Total |
|--------------------|--------------|---------------|--------------------|-------|---------------|-------|
| | First
No. | Repeat
No. | Semi-annual
No. | | | |
| Construction hoist | 249 | 520 | 32 | 801 | 320 * | 1,121 |

Note: 156 of the above inspections involved workmen's hoists.

* Calls re shut downs, re-instated, dismantled, accidents and miscellaneous (non-revenue) inspections.

| Total | Directions | | | | Special calls | | Accidents | Total |
|--------|------------|-----|--------|------------|---------------|--------|-----------|--------|
| | New | M/A | Annual | Subsequent | Safety test | Other | | |
| 15,073 | 1,267 | 169 | 24,010 | 202 | 433 | 6,842 | 2 | 32,925 |
| 163 | 17 | | 146 | 5 | 5 | 73 | | 246 |
| 9,496 | 129 | 21 | 15,071 | 22 | 557 | 3,160 | 15 | 18,975 |
| 54 | | | 85 | | 3 | 19 | | 107 |
| 1,585 | 82 | 17 | 1,195 | 17 | 6 | 249 | | 1,566 |
| 25 | | | 14 | | | 8 | | 22 |
| 203 | 3 | 39 | 221 | 7 | 6 | 100 | | 376 |
| 24 | | | 13 | | | 3 | | 16 |
| | | | (3) | | | | | |
| 348 | 66 | | 337 | 2 | | 45 | 9 | 459 |
| 6 | 16 | | 2 | | | | | 18 |
| | | | 90 | | | | | 90 |
| | | | | (1) | | | | |
| 126 | 17 | | 201 | 17 | 6 | 93 | | 334 |
| 142 | 8 | | 180 | 13 | | 40 | | 241 |
| 269 | 61 | | 400 | 8 | | 89 | | 558 |
| 129 | 24 | | 326 | 4 | | 87 | | 441 |
| 18 | 4 | | 62 | | | 1 | | 67 |
| 39 | | | 58 | | | 26 | | 84 |
| 130 | | | | | | 39 | | 39 |
| 27,875 | 1,694 | 246 | 42,411 | 297 | 1,016 | 10,874 | 26 | 56,564 |

Licences granted, suspended and transferred
under the Elevators and Lifts Act

| Type of
elevating device | Licences granted | | Duplicate
No. | Total
No. | Licence
suspended No. | Licence
transferred No. |
|-----------------------------|--------------------|---------------|------------------|---------------|--------------------------|----------------------------|
| | Initial
licence | Renewal | | | | |
| Elevator | | | | | | |
| Passenger | 631 | 5,505 | 57 | 6,193 | - | 519 |
| H.P. passenger | 6 | 94 | - | 100 | - | - |
| Freight | 75 | 3,428 | 1 | 3,504 | - | 227 |
| H.P. freight | - | 26 | - | 26 | - | 1 |
| Dumb-waiter | | | | | | |
| Class 'A' | 66 | 898 | - | 964 | - | 25 |
| H.P. Class 'A' | - | 11 | - | 11 | - | 1 |
| Class 'B' | 3 | 78 | - | 81 | - | 4 |
| H.P. Class 'B' | - | 7 | - | 7 | - | - |
| Escalator | | | | | | |
| Escalator - one | 19 | 162 | 1 | 182 | - | 6 |
| Escalator - series | 1 | 55 | - | 56 | - | 4 |
| Manlift | 9 | 86 | - | 95 | - | 5 |
| Incline lift | 6 | 33 | 1 | 40 | - | - |
| Ski tow | 31 | 252 | 1 | 284 | - | 9 |
| Total | 847 | 10,635 | 61 | 11,543 | - | 801 |

Construction Hoists Act
Licences granted, suspended and transferred - 1967

| Type of hoist | Licences granted | | | Total | Licences
suspended | Licences
transferred |
|---------------|------------------|----------------|------------------|------------|-----------------------|-------------------------|
| | Initial
No. | Renewal
No. | Duplicate
No. | | | |
| Material | 209 | 2 | | 211 | | |
| Workmen's | 26 | 1 | | 27 | | |
| Total | 235 | 3 | | 238 | | |

Revenue earned under the
Elevators and Lifts Act

| Source | Amount \$ |
|---|---------------------|
| Licences | 201,762.88 |
| Initial licences | 4,235.00 |
| Renewal | 193,240.88 |
| Transfer of licences | 3,982.00 |
| Duplicate of licences | 305.00 |
| Approval of drawings and specifications | 22,770.00 |
| Upon submission of drawings and specifications | 22,770.00 |
| Additional sets of drawings and specifications | - |
| Annual registration of contractors | 3,123.00 |
| First annual registration | 550.00 |
| Subsequent registration | 2,573.00 |
| Duplicate applications and metal plates | 2,591.00 |
| Inspections | 52,868.00 |
| Travelling expenses | 212.92 |
| Sale of books—Safety Code for passenger and freight | 227.55 |
| Miscellaneous | 2.06 |
| Total | \$283,557.41 |

Construction Hoists Act
Revenue earned

| Source | Amount \$ |
|---|--------------------|
| Licences | 1,255.00 |
| Initial licences | 1,210.00 |
| Renewal of licence | 35.00 |
| Duplicate of licence | 10.00 |
| Approval of drawings and specifications | 780.00 |
| Inspections | 9,210.00 |
| Travelling expenses | 79.46 |
| Total | \$11,324.46 |

Number of accidents reported, accidents investigated and persons injured on elevating devices – 1967 - 68

| Type of elevating device and location on elevating device where accident occurred | Accidents | | | | | | Total | No. of accidents | Accidents investigated |
|---|------------|------------|-----------|-----------|----------|--------|------------|------------------|------------------------|
| | Minor | | Serious | | Fatal | | | | |
| | Male | Female | Male | Female | Male | Female | | | |
| Passenger elevator | | | | | | | | | |
| Landing | 10 | 15 | 5 | 5 | | | 35 | 41 | 13 |
| In car | 1 | 5 | 1 | | | | 7 | 8 | 1 |
| Top of car | 1 | | 2 | | | | 3 | 3 | 2 |
| Pit | | | | | | | | | |
| Machine room | | | 2 | | | | 2 | 2 | 2 |
| Freight elevator | | | | | | | | | |
| Landing | 36 | 3 | 15 | 1 | 1 | | 56 | 58 | 10 |
| In car | 16 | 2 | 6 | | | | 24 | 28 | 10 |
| Top of car | 5 | | 1 | | | | 6 | 5 | 2 |
| Pit | 3 | 1 | 1 | | | | 5 | 5 | 1 |
| Machine room | 1 | | | | | | 1 | 1 | |
| Dumb-waiter | | | | | | | | | |
| Landing | 1 | | | | 1 | | 2 | 2 | 1 |
| In car | | | 1 | | | | 1 | 2 | 1 |
| Top of car | | | | | | | | | |
| Pit | | | 1 | | | | 1 | 1 | 1 |
| Machine room | | | | | | | | | |
| Escalator | | | | | | | | | |
| Landing upper | 18 | 40 | | 3 | | | 61 | 83 | 1 |
| Landing lower | 16 | 26 | 2 | 1 | | | 45 | 56 | 2 |
| Stairs | 48 | 113 | 4 | 6 | 1 | | 172 | 191 | 4 |
| Machine room | | | | | | | | | |
| Manlift | | | | | | | | | |
| Landing | | | 2 | | | | 2 | 2 | 1 |
| Step | | | | | | | | | |
| Pit | | | | | | | | | |
| Machine room | | | | | | | | | |
| Incline lift | | | | | | | | | |
| Landing | | | | | | | | | |
| Tracks | | | | | | | | | |
| Machine room | | | | | | | | | |
| Ski tow | | | | | | | | | |
| Landing upper | 1 | 3 | | | | | 4 | 4 | |
| Landing lower | 2 | | | | | | 2 | 3 | |
| Tracks | | 1 | 1 | | | | 2 | 3 | |
| Machine room | | | | | | | | | |
| Total | 159 | 209 | 44 | 16 | 3 | | 431 | 498 | 52 |

Accidents reported

| Class | Not investigated | Investigated | Equipment failure | | Total accidents | Persons involved | | Total |
|---------------|------------------|--------------|-------------------|----|-----------------|------------------|-------------|-------|
| | | | Investigated | | | Injured | Not injured | |
| | | | Yes | No | | | | |
| Passenger | 35 | 12 | 6 | 1 | 54 | 47 | 9 | 56 |
| Freight | 73 | 16 | 7 | 1 | 97 | 92 * | 3 | 95 |
| Class 'A' D/W | 1 | 1 | | 1 | 5 | 4 * | | 4 |
| Class 'B' D/W | | | | | | | | |
| Escalators | 323 | 6 | 1 | | 330 | 278 * | 111 | 389 |
| Manlifts | 1 | | 1 | | 2 | 2 | | 2 |
| Incline lifts | | | | | | | | |
| Ski tows | 9 | | | 1 | 10 | 8 | 4 | 12 |
| Total | 442 | 37 | 15 | 4 | 498 | 431 | 127 | 558 |

Fourteen causes of escalator accidents

| Causes | Male | Female | Total |
|--|------|--------|-------|
| 1. Fell while boarding (artificial limb or cane) | 3 | 6 | 9 |
| 2. Fell while getting off | 7 | 8 | 15 |
| 3. Fell while walking or running on moving escalator | 4 | 5 | 9 |
| 4. Fell, trying to ride in opposite direction | 2 | 3 | 5 |
| 5. Pushed, knocked over or stepped on | 3 | 31 | 34 |
| 6. Fell while riding (miscellaneous) | 21 | 31 | 52 |
| 7. Fell while riding (artificial limb or cane, carrying parcels, stepped on crack of steps, or lost balance) | 21 | 46 | 67 |
| 8. Fell while riding (stopped over) | | 8 | 8 |
| 9. Fell while riding (jerking motion - escalator stopped or went in reverse) | | 6 | 6 |
| 10. Caught fingers or glove under handrail | 3 | 2 | 5 |
| 11. Sat on step | 2 | 2 | 4 |
| 12. Clothing caught | 1 | | 1 |
| 13. Shoe or rubber caught in comb plate | 5 | 21 | 26 |
| 14. Unknown or miscellaneous | 17 | 20 | 37 |
| Total | 89 | 189 | 278 |

498 accidents involving 558 persons.

Escalator accidents causing injury

| Part of body | Landing upper | | Landing lower | | Stairs | | Total | | Total |
|--------------|---------------|--------------|---------------|--------|--------|--------|-------|--------|-------|
| | Male | Female | Male | Female | Male | Female | Male | Female | |
| Abdomen | 1 | | 1 | 1 | 1 | 1 | 3 | 2 | 5 |
| Arm | | 7 | 2 | 4 | 3 | 11 | 5 | 22 | 27 |
| Back | | 2 | 3 | 1 | 3 | 9 | 6 | 12 | 18 |
| Chest | | | | | | | | | |
| Foot | 1 | 5 | | 5 | 6 | 22 | 7 | 32 | 39 |
| Hand | 7 | 4 | 4 | 3 | 7 | 12 | 18 | 19 | 37 |
| Head | 4 | 5 | 6 | | 16 | 16 | 26 | 21 | 47 |
| Leg | 6 | 20 | 1 | 13 | 16 | 47 | 23 | 80 | 103 |
| Unspecified | | | 1 | | | 1 | 1 | 1 | 2 |
| Total | 19 | 43 | 18 | 27 | 52 | 119 | 89 | 189 | 278 |
| Ages | | | | | | | | | |
| 1 - 6 years | | 7 - 14 years | | Adult | | | | | |
| Male | Female | Male | Female | Male | Female | | | | |
| 37 | 17 | 22 | 13 | 30 | 159 | | | | |

Number of accidents reported, accidents investigated and persons injured on construction hoists

| Type of hoisting device and location on hoisting device where accident occurred | Accidents | | | Total persons | No. of accidents | Accidents investigated |
|---|-----------|---------|-------|---------------|------------------|------------------------|
| | Minor | Serious | Fatal | | | |
| Material hoist | | | | | | |
| Landing | | 1 | | 1 | 1 | 1 |
| In car | 1 | | | 1 | 2 | 2 |
| Top of car | | | | | | |
| Pit | | | | | | |
| Machine room | | | | | | |
| Workmen's hoist | | | | | | |
| Landing | | | | | | |
| In Car | | | | | | |
| Top of car | | | | | | |
| Pit | | | | | | |
| Machine room | | | | | | |
| Total | 1 | 1 | | 2 | 3 | 3 |

There were no females involved in the above accidents.

Boiler Inspection Branch

Inspections and certificates

| Certificates | Number of inspections |
|--|-----------------------|
| Certificates of inspection | |
| Boilers and pressure vessels inspected during construction | 28,261 |
| Used boilers and pressure vessels | 2,520 |
| Annual inspection of boilers and pressure vessels | 16,805 |
| Pressure piping | 1,462 |
| Welding inspections | 10,752 |
| Other inspections | 11,326 |
| Total | 71,126 |
| Certificates of approval for boilers and pressure vessels | |
| Duplicates of certificates of approval and inspection | 82 |
| Manual certificates issued | 23,822 |
| Total | 53,570 |

Report of number of welding operators tested – 1967/68

| Type of welding | Qualified | Operators failed | Total operators tested |
|----------------------|--------------|------------------|------------------------|
| Manual metallic-arc | 5,985 | 1,652 | 7,637 |
| Oxygen-acetylene | 422 | 97 | 519 |
| Tig/Ma | 594 | 56 | 650 |
| Manual torch brazing | 115 | 15 | 130 |
| Auto sub arc | 154 | 5 | 159 |
| Tig | 179 | 6 | 185 |
| Mig | 267 | 36 | 303 |
| Auto mig | 1 | - | 1 |
| | 7,717 | 1,867 | 9,584 |

Accidents and explosions reported
and investigated

| Type of vessel involved | Accidents and
explosions | Persons injured | | Total |
|-------------------------|-----------------------------|-----------------|-------------|-------|
| | | Fatally | Non-fatally | |
| Boiler | 5 | 1 | - | 1 |
| Furnace | 5 | - | 1 | 1 |
| Pressure Vessel | 5 | - | 5 | 5 |
| Pressure piping | 1 | - | - | - |
| Miscellaneous | - | - | - | - |
| Total | 16 | 1 | 6 | 7 |

Revenue earned

| Source | Amount |
|--|--------------|
| Fees | \$241,774.75 |
| Approval and registration of designs | \$34,306.50 |
| Inspections | |
| New boilers and pressure vessels | \$88,738.55 |
| Pressure piping | 16,481.05 |
| Used boilers and pressure vessels | 24,306.15 |
| Annual inspections of boilers | 77,942.50 |
| Certificates of approval for boilers and pressure vessels | \$8,048.00 |
| Certificates of competency | 1,505.00 |
| Tests of Welding Operators | 45,420.00 |
| Approval of welding procedures | 5,240.00 |
| Remittance of expenses incurred by inspectors on inspection
of boilers, pressure vessels and pressure piping | 9,333.70 |
| Sale of 'Book-Rules' for mechanical refrigeration and for the
construction and inspection of boilers and pressure vessels | 48.25 |
| Total | \$311,369.70 |

Certificates of qualification

| Class | At
March 31, 1967 | Lapsed | Issued on
examination | At
March 31, 1968 | Failed to pass
examination |
|--|----------------------|--------|--------------------------|----------------------|-------------------------------|
| Stationary Engineer | | | | | |
| Fourth-class | 10,176 | 380 | 939 | 10,232 | 85 |
| Third-class | 8,197 | 221 | 532 | 8,269 | 180 |
| Second-class | 3,326 | 74 | 244 | 3,460 | 61 |
| First-class | 640 | 11 | 37 | 666 | 64 |
| Refrigeration Operator | | | | | |
| B class | 940 | 16 | 129 | 1,050 | 8 |
| A class | 20 | 1 | 5 | 24 | 1 |
| Compressor Operator | 925 | 24 | 108 | 1,009 | 6 |
| Hoisting Engineer | 804 | 36 | 2 | 770 | - |
| Hoisting Engineer
(Electrical and Internal
Combustion) | 6,808 | 77 | 563 | 7,294 | 17 |
| Traction Engineer | 347 | 40 | 3 | 310 | - |
| Hoisting and Traction Engineer | 230 | 14 | - | 216 | - |
| Total | 32,413 | 894 | 2,562 | 33,300 | 422 |

* 8 Provisional certificates also were issued.
Certificates of qualification renewed 26,797.
Certificates of qualification pending renewal 3,941.

Ontario Human Rights Commission

Summary of complaints in respect of employment, public accommodation, housing notices and commercial space ¹

| Complaints | No. | Disposition of complaints
Settlements effected
by Human Rights
Officers | Dismissed | Boards of
inquiry * | Prosecution | Complaints undisposed of
March 31, 1968 |
|---|------------|--|------------|------------------------|-------------|--|
| Employment | | | | | | |
| Discrimination in employment | 84 | 15 | 46 | 6 * | | 23 |
| Discrimination by trade union | 8 | 1 | 1 | 8 * | | 6 |
| Disallowed questions on employment applications or in written or oral inquiries | 50 | 37 | | | | 13 |
| Disallowed employment advertisements | 15 | 12 | | | | 3 |
| Female employees equal pay for equal work | 165 | | 162 | 4 * | | 1 |
| Discrimination in work based on age | 38 | 8 | 21 | | | 9 |
| Public accommodation | | | | | | |
| Discrimination in accommodation, services and facilities | 70 | 28 | 31 | | 2 ** | 11 |
| Housing | | | | | | |
| Discrimination in dwelling units | 84 | 47 | 19 | 10 * | | 16 |
| Notices | | | | | | |
| Discrimination notices or other representation | 20 | 20 | | | | |
| Commercial Space | | | | | | |
| Discrimination in occupancy of commercial space | 2 | 1 | 1 | | | |
| Total | 536 | 169 | 281 | 28 * | 2 ** | 82 |

¹ The majority of the complaints related to employment, housing, public accommodations and commercial space were filed by Negroes (163), Canadian Indians (34), East Indians (22) and recently arrived Europeans (12).

* Four equal pay cases heard at a board of inquiry
Boards of inquiry appointed to hear 14 complaints involving employers and trade unions.
Boards of inquiry appointed to hear 10 dwelling unit cases

** Prosecution was initiated in two cases of discrimination in the rental of summer cottages by Jewish families.

Ontario Labour Relations Board
Summary of cases dealt with

| Type of Case | Caseload
Carried over
from FY
1966-67 | Filed
in FY
1967-68 | Total | Cases disposed of | | | Cases pending | |
|--|--|---------------------------|--------------|-------------------|-----------|-----------|---------------|----------------|
| | | | | Granted | Dismissed | Withdrawn | Total | March 31, 1968 |
| Certification of bargaining agents | 97 | 943 | 1,040 | 643 | 202 | 76 | 921 | 119 |
| Declaration of termination of bargaining rights | 5 | 92 | 97 | 42 | 44 | 3 | 89 | 8 |
| Declaration of status of successor trade union or employer | 2 | 28 | 30 | 21 | 4 | 1 | 26 | 4 |
| Declaration that strike or lockout unlawful | | 50 | 50 | 4 | 4 | 39 | 47 | 3 |
| Consent to prosecute | 4 | 106 | 110 | 7 | 12 | 76 | 95 | 15 |
| Complaint of unfair practice in employment (Section 65) | 28 | 188 | 216 | 24 | 47 | 105 | 176 | 40 |
| Early termination of Collective Agreement (Section 39 (3)) | 2 | 11 | 13 | 12 | | | 12 | 1 |
| Trade union financial statement (Section 63) | 1 | 6 | 7 | 2 | 3 | | 5 | 2 |
| Complaints respecting jurisdictional disputes (Section 66) | | 15 | 15 | 4 | 2 | 8 | 14 | 1 |
| Question of whether person is employee (Section 79 (2)) | 7 | 24 | 31 | | | | 23 | 8 |
| Reference of questions in conciliation application (Section 79a) | | 10 | 10 | | | | 8 | 2 |
| Total | 146 | 1,473 | 1,619 | | | | 1,416 | 203 |

Ontario Labour Relations Board
Applications and complaints received and
disposed of fiscal years 1963-64 to 1967-68

| Type of Case | Received | | | | | Disposed of | | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1963-64 | 1964-65 | 1965-66 | 1966-67 | 1967-68 | Total | 1963-64 | 1964-65 | 1965-66 | 1966-67 | 1967-68 | Total |
| Certification of bargaining agents | 736 | 947 | 992 | 945 | 943 | 4,563 | 767 | 912 | 1,004 | 948 | 921 | 4,552 |
| Declaration of termination of bargaining rights | 79 | 109 | 69 | 39 | 92 | 388 | 96 | 110 | 71 | 40 | 89 | 406 |
| Declaration of status of successor Trade Union or Employer | 28 | 10 | 29 | 21 | 28 | 117 | 26 | 9 | 33 | 20 | 26 | 115 |
| Declaration that strike or lock-out unlawful | 35 | 41 | 54 | 31 | 50 | 211 | 35 | 41 | 54 | 31 | 47 | 208 |
| Consent to prosecute | 193 | 68 | 92 | 87 | 106 | 546 | 197 | 70 | 91 | 85 | 95 | 538 |
| Complaint of unfair practice in employment | 168 | 159 | 115 | 144 | 188 | 774 | 167 | 167 | 113 | 134 | 176 | 756 |
| Miscellaneous cases | 19 | 54 | 49 | 59 | 66 | 247 | 20 | 29 | 67 | 61 | 62 | 239 |
| Total | 1,258 | 1,388 | 1,400 | 1,326 | 1,473 | 6,846 | 1,308 | 1,338 | 1,433 | 1,319 | 1,416 | 6,814 |

Ontario Labour Relations Board
Results of investigation of issues conducted
by Examiners and Field Officers

| | Reports submitted | | Cases in which no reports submitted | | | Total | Cases pending investigation at March 31, 1968 | Total no. of cases assigned for investigation |
|---|-------------------|--------------|-------------------------------------|--------------------------------------|---|------------|---|---|
| | No. of reports | No. of cases | Agreement of settlement obtained | Withdrawn before investigation began | Dismissed, withdrawal during investigation denied | | | |
| Certification of bargaining agents | 143 * | 145 | 33 | 6 | 16 | 55 | 48 | 248 |
| Termination of bargaining rights | 2 | 2 | | | | | 2 | 4 |
| Question of whether person is employee (Section 79 (2)) | 7 | 7 | | 2 | | 2 | 5 | 14 |
| Complaint of unfair practice in employment (Section 65) | 59 * | 70 | 76 | | | 76 | 34 | 180 |
| | 211 * | 224 | 109 | 8 | 16 | 133 | 89 | 446 * |

* Because of consolidation of cases, the number of reports submitted does not equal the number of applications and complaints investigated.

** Total number of cases assigned for investigation equals the sum of columns 2, 6 and 7.

Conciliation Services Branch

Applications for Conciliation Services dealt with under the Labour Relations Act

| | Disputes | | No. of Employers | | No. of Employees | |
|--|----------|---------|------------------|---------|------------------|---------|
| | 1967-68 | 1966-67 | 1967-68 | 1966-67 | 1967-68 | 1966-67 |
| Disputes dealt with at initial conciliation officer stage | | | | | | |
| 1. In process at beginning of fiscal year | 169 | 203 | 212 | 227 | 15,293 | 25,067 |
| 2. Referred to officers during fiscal year | 1,376 | 1,071 | 1,985 | 1,326 | 208,593 | 177,381 |
| 3. Total in process during fiscal year | 1,545 | 1,274 | 2,197 | 1,553 | 223,886 | 202,448 |
| 4. Disposed of during fiscal year | 1,262 | 1,105 | 1,845 | 1,341 | 187,504 | 187,155 |
| a) Settled | 594 | 618 | 760 | 766 | 55,558 | 65,090 |
| b) Not settled | 659 | 476 | 1,076 | 564 | 129,697 | 121,296 |
| i) Referred to conciliation boards | 73 | 176 | 113 | 218 | 19,111 | 87,790 |
| ii) No board granted | 586 | 300 | 963 | 346 | 110,586 | 33,506 |
| c) Lapsed or withdrawn | 8 | 10 | 8 | 10 | 2,089 | 768 |
| d) Mediator | 1 | 1 | 1 | 1 | 160 | 1 |
| 5. In process at end of fiscal year | 283 | 169 | 352 | 212 | 36,382 | 15,293 |
| Disputes dealt with at conciliation board stage | | | | | | |
| 1. In process at beginning of fiscal year | 21 | 86 | 23 | 115 | 7,681 | 10,255 |
| 2. Referred to boards during fiscal year following officer procedure | 73 | 176 | 113 | 218 | 19,111 | 87,790 |
| 3. Total in process during fiscal year | 94 | 262 | 136 | 333 | 26,792 | 98,045 |
| 4. Disposed of during fiscal year | 78 | 241 | 98 | 310 | 21,292 | 90,364 |
| a) Settled | 35 | 102 | 40 | 147 | 5,786 | 36,338 |
| i) Reported settled by parties before Board constituted | 2 | 23 | 2 | 26 | 122 | 3,272 |
| ii) Board report submitted, settlement reached during hearings | 33 | 79 | 38 | 121 | 5,664 | 33,066 |
| b) Board report submitted, no settlement reached during hearings | 43 | 139 | 58 | 163 | 15,506 | 54,026 |
| c) Lapsed or withdrawn | 0 | 0 | 0 | 0 | 0 | 0 |
| 5. Conciliation boards still in process at end of fiscal year | 16 | 21 | 38 | 23 | 5,500 | 7,681 |

Ontario Department of Labour
Annual Report 1968-1969

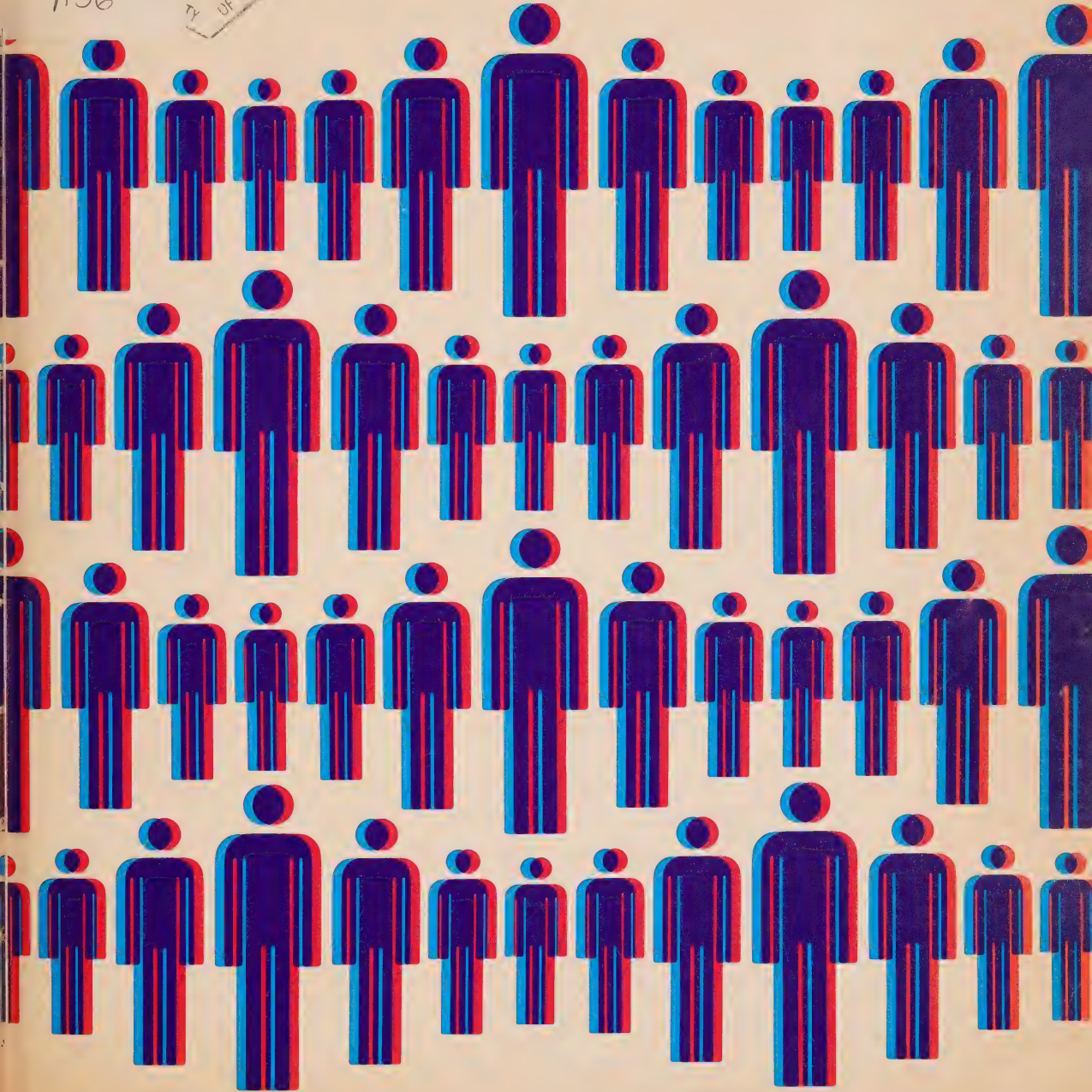
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April 1, 1968/March 31, 1969
For the fiscal year ending March 31, 1969
50th Annual Report

Ontario Department of Labour Annual Report 1968-1969

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Letter of Transmittal

**To His Honour
the Lieutenant-Governor in Council**

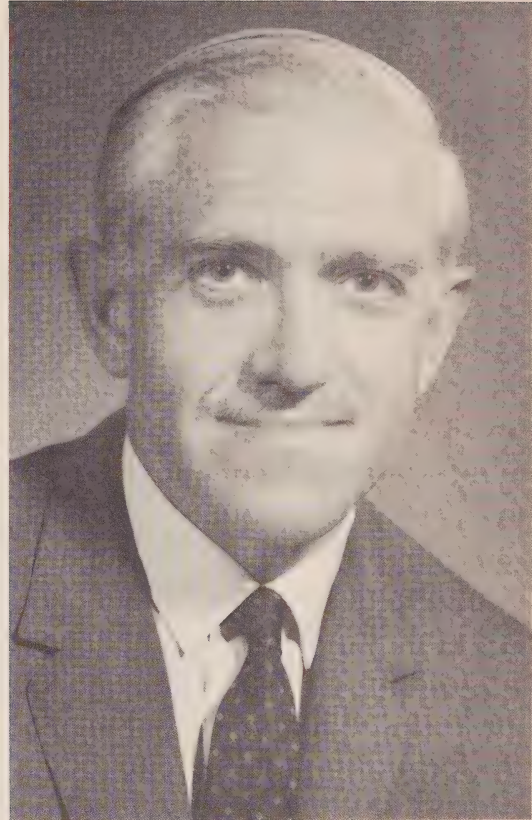
May it please Your Honour :

The undersigned has the honour to present
the fiftieth Annual Report of
the Department of Labour for the fiscal year
ending March 31, 1969.

All of which is respectfully submitted.



Hon. Dalton Bales, QC
Minister





Introduction

The Ontario Department of Labour was established as a separate department of government in 1919, the same year in which the International Labour Organization was set up. In the half century since it came into being, the function and scope of the Department has broadened and developed enormously to keep pace with the changing and growing needs of the people of this Province.

Before the turn of the century, labour affairs in Ontario were the responsibility of a small branch which was attached to the Department of Agriculture before it was transferred to the Department of Public Works in 1900. Today the Department of Labour has grown into a complex and many-sided operation concerned with the development and protection of human resources in the widest context of employment.

Labour law in Ontario was first introduced to protect women and children (the only groups covered by the 60-hour work week enforced by The Ontario Factory Act of 1884) and to ensure safe working conditions. Today the Department of Labour administers and enforces 22 pieces of legislation designed to safeguard the economic well-being of the Province's working men and women and help them to meet and benefit from social and economic change.

The legislation covers such areas as the rights of the individual who is employed, the rights of labour unions and management, safety in industry, the safeguarding of wages and other labour standards, protection against discrimination, the promotion of opportunities for workers through skill training programs, and the maintenance of harmonious labour-management relations.

In recent years much of this legislation has been revised or rewritten and there has been a steady stream of new legislation to keep step with the sweeping innovations and growth taking place in Canada's most productive and industrialized province. As the Department of Labour has progressed to playing a larger and more active role in this society, its structure has been reorganized and new branches and divisions have been created.

The Department of today divides into four distinct divisions, with an over-all staff of around a thousand. The branches concerned with the quality and quantity, protection and productivity of the work force are collected together under one division called Manpower Services. The Safety and Technical Services Division is involved with the safety of workers and the general public. Labour-management relations are handled by the Labour Relations Board and Conciliation Services. A fourth group covers the special services provided by the Ontario Human Rights Commission and the Research, Personnel, Legal, Accounts, and Systems and Automatic Data Processing branches.

Manpower Services

The Manpower Services Division was established in June, 1966 under an Executive Director to co-ordinate the activi-

ties of the Industrial Training Branch, the Employment Standards Branch, the Women's Bureau and the Office of the Athletics Commissioner.

Industrial Training

Apprenticeship is one of the oldest forms of organized education and was originally the main source of supplying tradesmen and artisans for Canadian industry. An Apprenticeship Branch existed in the Department of Labour from 1928, but the dynamic expansion of Ontario's economy after the Second World War brought an ever-increasing demand for skilled workers and for a system capable of training and retraining large numbers of people very quickly.

By the early 1960s the Department was faced with the paradox of thousands of skilled and semi-skilled job opportunities and thousands of untrained workers and unemployed persons without the qualifications to fill them. In 1962 the Apprenticeship Branch became the Industrial Training Branch, responsible for two training methods – traditional long-term apprenticeship and short-term skill training in industry.

Long-term apprenticeship is still considered the most acceptable method of ensuring that a beginner develops into a competent journeyman in all functions of his trade, and at present there are over 17,000 apprentices under instruction in Ontario.

But industry also has need for skills that do not call for fully-trained craftsmen. The Department's short-term training program assists employers in developing on-the-job schedules and methods to train or upgrade their own workers quickly in skills at less than journeyman level. At present more than 6,000 trainees are involved in short-term projects. The courses embrace over 70 skills and the duration of the projects ranges from four to 52 weeks, depending upon the complexity of the skills involved.

Employment Standards

The employment standards program of the Department of Labour exists to promote the economic well-being and to prevent the economic exploitation of all working people. In 1963 a Labour Standards Branch was created to administer the legislation controlling conditions such as minimum wages, hours of work, vacations with pay and overtime. The nucleus of the Branch was the Industry Labour Board, which for many years administered some of the statutes that are now the responsibility of the Branch.

A new Employment Standards Act came into effect on January 1, 1969, consolidating into one statute a number of separate Acts dealing with working conditions and providing a basic framework to give employees and employers a clear outline of their rights and obligations in this field. At the same time, the name of the Branch was changed to the Employment Standards Branch. Officers of the Branch carry out regular inspections in addition to investigating

complaints to ensure that the provisions of the Act are observed in all businesses and industrial enterprises.

Women's Bureau

Women workers now comprise a third of Ontario's labour force and Canada's first provincial Women's Bureau was founded in Ontario in 1963 in recognition of this fact. The service of the Bureau and its over-all task is to examine the nature, needs and extent of participation of women in the labour force. It plays a major role in encouraging and promoting maximum employment opportunities for women in the Province, and assists them in integrating into the work force as effectively as possible by advising them of areas of employment and training opportunities available to them.

Athletics Commissioner

Sport and physical education in Ontario receives assistance and encouragement through the Office of the Athletics Commission. Under The Athletics Control Act and its Regulations, the Commissioner supervises the licensing, taxing and operation of all amateur and professional wrestling and boxing in the Province. An increasing function of this Office is to assist, promote and encourage amateur sports by providing equipment and financial grants to minor athletic clubs.

Safety and Technical Services

One of the major concerns of the Department of Labour since its inception has been the development of new practices and techniques for ensuring the safety of the general public and Ontario's growing force of workers, and some of the oldest legislation administered by the Department deals with safe working conditions.

During recent years every statute in the safety field has been rewritten or amended and updated to meet the new demands of industry, changing social conditions and accelerated technological advances. Enforcement powers have been strengthened and new and complementary approaches to accident prevention have been adopted.

The Department's Safety and Technical Services Division, created in 1965, acts as the co-ordinating head for five safety branches – Industrial Safety, Construction Safety, Elevator Inspection, Boiler Inspection and Operating Engineers. The Division conducts four main types of activities in the development and administration of safety legislation : studies of hazards and their control, approval of designs, licensing of installations and personnel, and the enforcement of statutes and regulations.

All five branches are responsible to the Office of the Executive Director of Safety and Technical Services, who directs, supervises and co-ordinates their activities. The Executive Director also furnishes liaison with the Labour Safety Council of Ontario and other government departments, commissions and boards.

Industrial Safety Branch

The Branch is composed of two divisions : the Inspection Section, which inspects all industrial and commercial establishments in Ontario to check for unsafe conditions or practices, and the Engineering Section, which examines and reviews drawings of buildings to ensure that they will be safe for occupancy by employees and the public.

Construction Safety Branch

The concern of this Branch is the safety of workmen : during the construction, alteration, repair, demolition or removal of buildings or other structures, and of streets and highways ; engaged in the excavation of trenches ; engaged in underground work in shafts, tunnels, caissons, coffer-dams, and working in compressed air.

Elevator Inspection Branch

Legislation respecting the safety of people using elevators, escalators, dumb-waiters, ski tows, lifts and construction hoists is enforced by the Elevator Inspection Branch. It is also responsible for the examination and review of drawings and specifications for proposed new or altered installations.

Boiler Inspection Branch

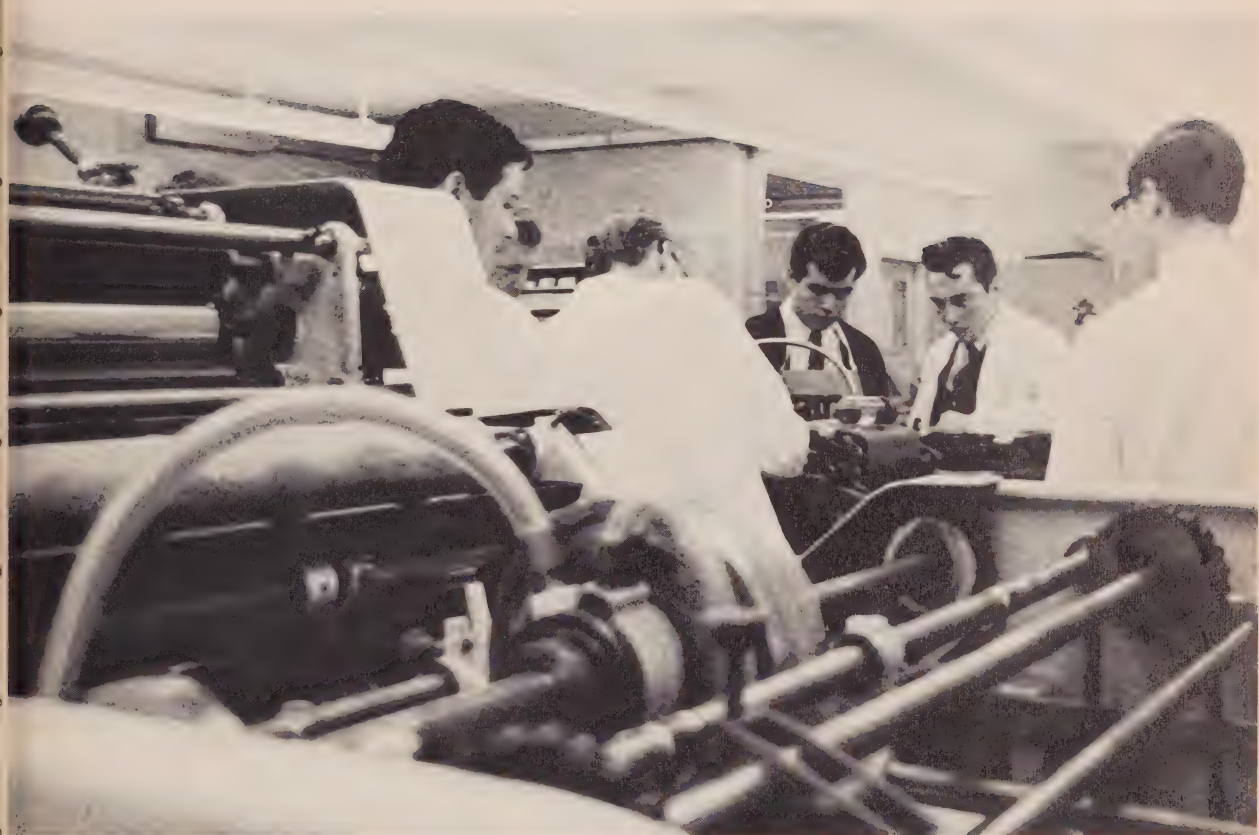
The function of this Branch is to inspect boilers, pressure vessels and plants and to examine their drawings. The Branch exercises a supervisory role over the activities of boiler inspectors of insurance companies who conduct inspections. It also tests the qualifications of welders and controls welding procedures used in the fabrication of boilers and pressure vessels.

Operating Engineers Branch

The Branch ensures competent personnel for the safe operation of such equipment as steam and hot water boilers, steam engines and turbines, refrigeration and air-conditioning systems, air and gas compression systems. The Branch, through a Board of Examiners, conducts the examinations and issues the Certificates of Qualification required by operating engineers and operators in Ontario.

The Labour Safety Council of Ontario was established in 1962 to co-ordinate programs at policy level and advise on all matters of safety education, enforcement and accident prevention. It has since then been reorganized, its scope broadened, membership enlarged and permanent staff assigned to an Executive Director.

The Ontario Workmen's Compensation Board, although not part of the Department of Labour, reports to the Legislature through the Minister of Labour. The Board, which was formed in 1915 and was the first of its kind in



Canada, is responsible for injured workmen, their rehabilitation, and payments of compensation while they are incapacitated.

Labour-Management Relations

The promotion and maintenance of harmonious labour-management relations is the main function of two sections of the Department of Labour – the Ontario Labour Relations Board and the Conciliation Services Branch of the Department. Their activities are determined and guided by The Labour Relations Act, which establishes ground rules for collective bargaining between labour and management.

The Labour Relations Board

The Ontario Labour Relations Board is a quasi-judicial tribunal made up of neutral chairmen and representatives of both unions and employers. It administers a large part of The Labour Relations Act and its main responsibilities are : certifying unions as collective bargaining agents for employees ; hearing, investigating and ruling on complaints of unfair practices by either unions or employers ; granting permission to prosecute for violation of The Labour Relations Act ; ruling on the legality or otherwise of strikes or lockouts ; dealing with applications for termination of bargaining rights.

Conciliation Services

Where a union is recognized under The Labour Relations Act as the bargaining agent for the employees, the union and the employer are obliged to bargain together in good faith to effect a collective agreement setting out wages, hours and other working conditions. The Conciliation Services Branch's main function is to assist labour and management in resolving disputes when negotiations between an employer and a union have broken down.

Conciliation services, which the Department provides on the request of either or both parties, are available at two levels. At the first level, a conciliation officer is appointed to bring the parties together and assist them to reach a mutually satisfactory agreement. Should this attempt fail, the officer reports to the Minister, who may appoint a conciliation board (the second level).

A board is made up of a representative of each party, with a neutral chairman picked by the parties or, if they cannot agree, appointed by the Minister. The board canvasses the issues and tries to bring about an agreement. It reports to the Minister on the outcome of its efforts and the Minister releases the report to employer and union. If there is still no agreement, the union is free to strike or the employer can lock out the employees.

After these formal proceedings have been exhausted, the conciliation officers, on request or otherwise, often resume mediation of the dispute. Their efforts at this stage frequently avert strikes or lockouts, or settle them after they have occurred.

Special Services

This group consists of those branches which provide supporting services to the operational functions of the Department. They include the Administrative Services Division (Accounts, Personnel and Office Services), the Legal Branch and the Systems and Automatic Data Processing Branch, which was established in 1966 to implement ways and means of increasing the capability and efficiency of the Department in carrying out its responsibilities.

Research Branch

While research had been conducted by the Department for some years, this was primarily restricted to the area of labour-management relations until 1965, when the new Research Branch came into being. Since then it has developed a fact-finding and evaluation role for the main activities of the Department.

The Branch provides information needed in formulating policy, legislation, programs and administrative practices. To accomplish this, the Branch operates two libraries and employs a group of research personnel of whom a third hold advanced degrees in economics, statistics or related areas.

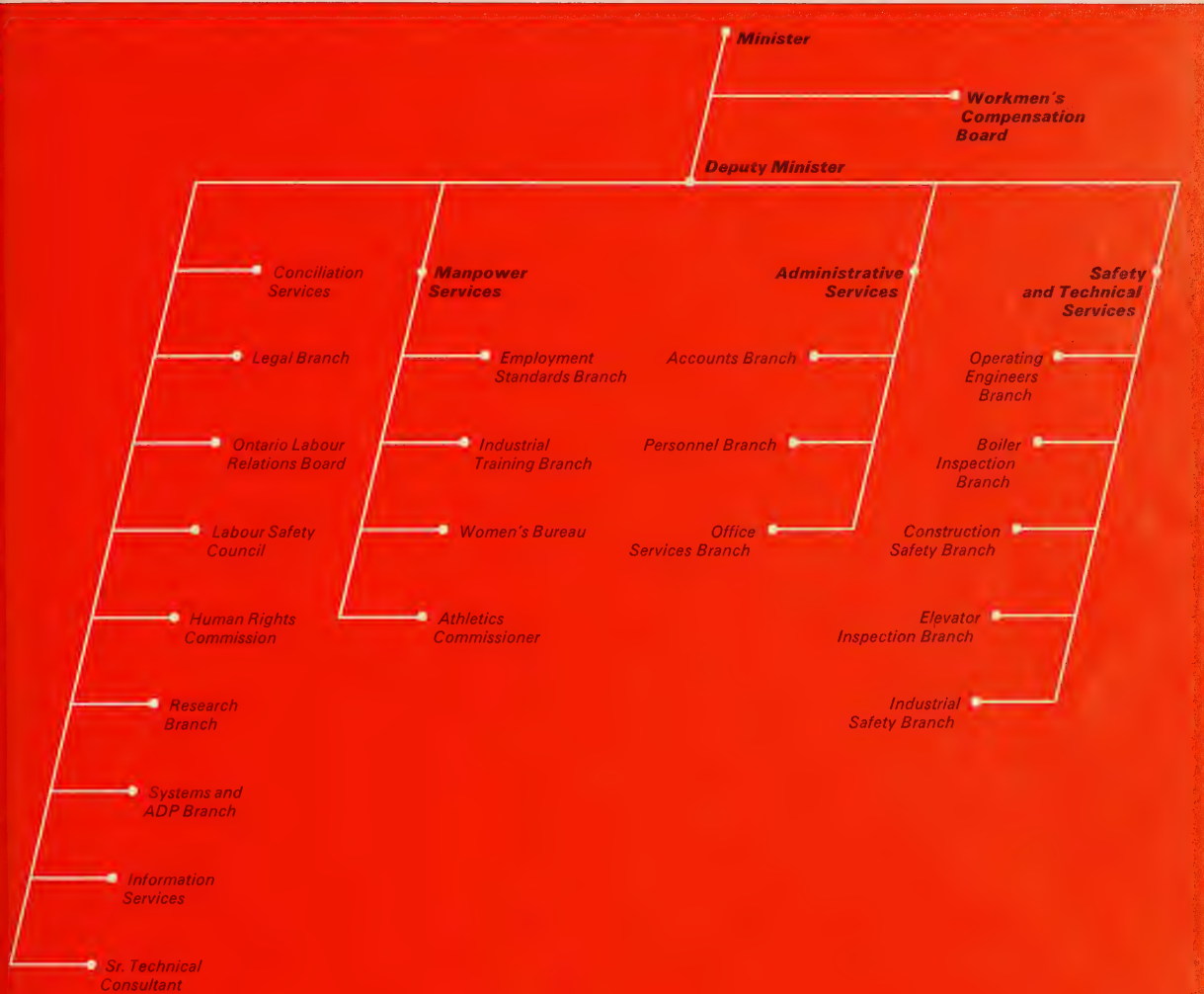
Human Rights

Ontario was the first province in Canada to enact a Human Rights Code, which came into effect in 1962 and is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. The Ontario Human Rights Commission is the branch of the Department of Labour administering this Code, which sets out the principle that every person is free and equal in dignity and rights, without regard to race, creed, colour, nationality, ancestry or place of origin.

The Code is designed to give basic protection to all from discrimination in employment, housing, publication and public accommodation. The Age Discrimination Act, which came into effect in 1966, is designed to protect the worker between the ages of 40 and 65 from being excluded from the labour market solely because of his or her age.

In administering the Code and the Act, the staff of the Human Rights Commission is responsible for investigating complaints and for conciliation, establishing boards of inquiry and, if necessary, prosecution. The Commission extends this work by carrying out a major educational program to increase public recognition and support of all human rights.

Organization Diagram





Manpower Services Division

Executive Director
R.M. Warren

The Manpower Services Division was established in June, 1966 under an Executive Director to co-ordinate the activities of those branches of the Department of Labour directly concerned with the quality, quantity, economic protection and productivity of the work force. They are the Industrial Training Branch, the Employment Standards Branch, the Women's Bureau and the Office of the Athletics Commissioner.

Industrial Training Branch
Director
W.F. Davy

The Industrial Training Branch is primarily concerned with providing ways and means of raising the skill level of the Provincial work force to the point where every individual has occupational mobility and is afforded the opportunity to make the maximum contribution of which he is capable. To this end, the objectives of the Branch are:

- a. to ensure an adequate supply of properly trained men and women at the journeyman level through an apprenticeship program ;
- b. to provide industry with occupational skills by training the unemployed, and retraining or upgrading the under-employed through a short-term training-in-industry program ;
- c. to develop more flexible and effective methods of conducting industrial training by experimenting with different training techniques including the "modular" or "block" concept ;
- d. to establish and maintain standards of proficiency in particular trades through a system of compulsory and voluntary certification.

The fiscal year 1968-69 has been one of consolidation and experimentation. The number of active apprentices registered with the Branch increased by a nominal 7 per cent and the number of trainees participating in short-term training-in-industry projects increased by some 15 per cent.

Particular emphasis was given to improving the quality of training during the past year. More attention was given to on-the-job training by our apprenticeship counsellors and better facilities were provided for related training at the Colleges of Applied Arts and Technology. The number of colleges providing trade-school training increased from eight to 13 and this enabled the enrolment of many more apprentices in schools close to their homes.

A comprehensive study of training requirements in the motor vehicle repair field was completed during the year and the findings will result in the introduction of 11 separate trades in place of the three branches of the old motor vehicle repair trade. Industry's reaction indicates that the new arrangement is a decided improvement over the old.

Pilot Projects

Experiments were carried out in many new training areas and the following pilot projects were conducted :

- a. A language training program for immigrant tradesmen with emphasis on occupational English was completed.
- b. In association with the Indian Affairs Branch and the Regional Office of the Department of Manpower and Immigration, the Industrial Training Branch has been instrumental in providing on-the-job training opportunities for Indians in mining, lumbering, construction, motive power and service trade areas.

- c. An upgrading program for stationary engineers was developed and an experimental group received training at George Brown College.
- d. Occupational analyses were made of the carpentry and refrigeration trades with a view to experimenting with the "block" system of training in these areas.
- e. A complete analysis of the structural side of the road building industry was made on the request of the Ontario Road Builders Association.
- f. A major study was made of the welding industry and it was concluded that the trade was too fragmented to warrant regular apprenticeship training.
- g. Development work was completed on a "modular" or "block" system of training in the metal working industry and work is progressing on a pilot project in the Windsor area. St. Clair College of Applied Arts and Technology is providing the related training.
- h. Preliminary work has been carried out with a number of other organizations and firms with a view to introducing training programs using this "block" system.

The Systems and ADP Branch was instrumental in introducing a number of new and/or modified systems and procedures to the Branch during the year. New forms were designed and streamlined procedures introduced, with the result that considerable paper work was eliminated and document handling eased. Increased productivity and fewer mistakes amongst the clerical staff are very evident.

Apprenticeship Training

Apprenticeship is probably the oldest form of organized education. Contrary to the usual impression, it did not originate in the Middle Ages. Nearly 4,000 years ago in his code of laws, Hammurabi, one of the greatest kings of Babylon, made explicit provision that artisans must teach their handicraft to adopted sons.

The records of China, Egypt, Greece and Rome in earliest times also reveal this passing on of skills from generation to generation, which has persisted in various forms as an effective means of transmitting craft skills and knowledge.

To facilitate the development of a skilled labour force through apprenticeship it has become necessary to designate six areas in the Province, each administered by a supervising counsellor, with headquarters in Toronto (2), Hamilton, London, Sault Ste. Marie and Ottawa. Seventy-one field counsellors provide guidance to apprentices, employers, unions and secondary schools.

While registrations in regulated trades increased slightly, from 5,315 in 1967-68 to 5,524 in the year under report, an anticipated major increase was nullified by a decrease in the building trades due to uncertain conditions affecting construction. Similar decreases applied to trades without regulations, where registrations fell from 1,136 to 876.

Total contracts in force increased, however, from 16,324 on March 31, 1968 to 17,490 on the same date in 1969.

This increase in the number of active apprentices was due to fewer cancellations and completions.

Resident counsellors in the Toronto office conducted personal interviews with over 20,000 members of the public, and approximately 15,000 telephone queries were answered. Information sought ranged from apprenticeship, certification, qualification requirements, employment opportunities, language training to progressive achievement testing.

Each resident counsellor is qualified in a different trade and so can provide the specific advice required by the applicant. Counsellors who have already undertaken a course in conversational Italian are continuing their studies and have been joined by several members of the clerical staff.

Immigrant tradesmen constitute a large proportion of visitors. They are counselled in their own language by two qualified staff interpreters who translate their proof of education and trade experience as necessary. Sets of pamphlets are available in 13 languages, outlining all Government facilities.

Progressive achievement testing has been expanded to include 17 cities across the Province. The test was applied to 2,828 applicants, of whom 1,853 were successful in indicating a knowledge level equivalent to Grade 10 or higher. Of these, 757 have already been registered as apprentices in 47 different trades.

Trade Schools

The newly-created Colleges of Applied Arts and Technology offering apprenticeship courses during the year included George Brown, Centennial and Humber (Toronto), Algonquin (Ottawa), Cambrian (Sault Ste. Marie) and Fanshawe (London). They were joined by Conestoga (Kitchener), Sir Sandford Fleming (Peterborough), Loyalist (Belleville), St. Clair (Windsor) and St. Lawrence (Kingston).

The expanded facilities now permit each apprentice to attend three periods of related training: a basic course during the first year of apprenticeship, and an intermediate and advanced course before completion of the contract. Tuition and travel costs are paid, as are allowances ranging from \$35 to \$90 weekly.

Related training again showed a significant increase, with 10,194 apprentices attending the colleges shown above, compared with 8,011 in the previous year.

Over-all attendance shows the building trades leading, followed by motor vehicle repair, service and industrial trades.

Attendance, by specific trades, in each of these four groups was: electrician (2,287), plumber (898), sheet metal worker (635), steamfitter (458), carpenter (289), refrigeration (92), bricklayer and ironworker (84 each), electronic control, lather and painter and decorator (65

each), structural steel drafting (30), motor mechanic (3,459), body repairer (340), heavy duty repairer (12), hairdresser (611), chef (182), barber (90), radio and TV (41), watch repairer (19), baker (18), tool and die maker (153), machinist (118) and millwright (99).

In addition to the foregoing, 206 apprentices attended night school courses and 35 undertook approved correspondence courses.

Certificates of Apprenticeship

Certificates were awarded to 2,493 apprentices who completed their contracts during the year in regulated trades. Of these, 886 gained the required 70 per cent in the final examination for their trade and received the red Inter-Provincial Seal indicating the holder's ability is recognized by participating provinces.

A total of 181 apprentices completed contracts in trades without regulations.

Certificates of Qualification

As of March 31, 1969, Ontario Regulations were in effect for 20 trades. Of these, barbers, air conditioning and refrigeration workers, electricians, hairdressers, motor vehicle repairers, plumbers, sheet metal workers, steam-fitters and watch repairers call for compulsory certification. This means that only registered apprentices and holders of Certificates of Qualification may work at the trade. The trades of cement mason, chef, dry cleaner and launderer, lather, and radio and TV service technician are open to voluntary certification.

The remaining regulations include bricklayer, carpenter, ironworker, mason, painter and decorator, and plasterer. The baker joins this group early in the new fiscal year.

The "grandfather" clause period, during which qualified journeymen could be issued Certificates of Qualification on presentation of proof of sufficient experience, has now ended and Certificates are issued only after examination.

Applications for certificates totalled 8,646, of which motor vehicle repairer accounted for 2,191, electricians, 1921, plumbers, 967, and hairdressers, 960. Of the 971 requests in the voluntary trades, radio and TV technician was in the majority with 470 applications.

Workers in certified trades who are employed in general industry are exempt from compulsory certification, but many apply voluntarily in order to secure proof of competence.

Examinations for the red Inter-Provincial Seal may now be attempted by holders of Certificates of Qualification in the trades of motor vehicle repairer, construction electrician, plumber and sheet metal worker. Eighty-one seals were awarded to journeymen during the year.

Private Schools

No change has occurred in the numbers of private schools licensed by the Director to teach certified trades.

Four barbering and 23 hairdressing schools enrolled 93 and 1,437 students respectively, as compared to 97 and 1,432 in the previous year.

Provincial Advisory Committees

The Minister may appoint committees composed of equal representation from labour and management to advise the Department on matters affecting specific trades.

The committee for bricklayers has been expanded to include stone masons.

The current list now consists of: air-conditioning and refrigeration, baker, barber, brick and stone mason, carpenter, cement mason, chef, electrician, glazier and metal mechanic, hairdresser, heavy duty equipment mechanic, ironworker, lather, machinist, motorcycle mechanic, motor vehicle repairer, painter and decorator, plasterer, plumber and steamfitter, radio and television service technician, sheet metal worker, stationary engineer, terrazzo, tile and marble setter, tool maker and watch repairer.

The committees for the trades of dry cleaner and launderer, and retail meat cutter are no longer functioning because of lack of interest in the trade and a dearth of apprentices to maintain the program.

Short-Term Training-in-Industry

This activity is operated in conjunction with the Federal Department of Manpower and Immigration under the terms of the Occupational Training Act for Adults (OTA). Procedures for conducting this training were revised and updated during the year, with vastly improved results. Some 6,469 trainees entered the program and 4,782 graduated in a wide range of 73 skills.

The program provides training for those who are unemployed and under-employed in skills at less than journeyman level. Depending upon the complexity of the skills involved, the duration of the projects ranges from four to 52 weeks. Training takes place on the job, with instructors being supplied by the employer. Financial assistance is provided to companies conducting this training.

"Block" or "Modular" Training

A paper introducing the "modular" concept was presented to the Canadian Vocational Association in May, 1968, by Mr. R.M. Warren, Executive Director, Manpower Services Division. Later, this paper was reproduced by a trade journal and received wide circulation. Since that time, a steady flow of requests have been received from manufacturers and various associations for presentations on the subject.

The concept examines a family or a group of similar occupations related by common characteristics, skills or materials, and analyzes the work functions. The tasks to be performed in each are determined and broken down into

**Employment Standards Branch
Director
M.E. Howard**

operational and related units. These units are then grouped into blocks of knowledge and arranged in a grid or matrix.

A curriculum is prepared for each block and performance standards are set. Those blocks which are common to all occupations are then annotated and arranged as a special group in the matrix. These will form what is often called common-core training. The other blocks, operational and related, will make up the rest of the matrix.

Instruction for the common blocks, along with all related blocks, would normally be provided in a College of Applied Arts and Technology while instruction in the operational blocks would be given on the job, using company equipment. A trainee would complete the common blocks and those other blocks leading to a particular skill. If he wished to acquire extra skills, he would merely complete the additional blocks needed.

In other words, he would expand his skill profile either laterally, vertically or both, without repeating work he had already covered. A company, on the other hand, would determine the work profile for each of its skill positions and it would be a matter of matching a worker's profile to a job profile to meet a need.

Pilot projects in which the concept is being given a thorough test are in operation in the metal working, furniture manufacturing, food processing and synthetic fibres industries.



The Employment Standards Branch is responsible for the administration of The Employment Standards Act, 1968, which was enacted January 1, 1969, The Industrial Standards Act, The Employment Agencies Act and Schedules prescribing fair wages on government contracts.

A major change which occurred during the year under review was the transfer of administration from the Industry and Labour Board to the Minister of Labour and the appointment of a Director of Employment Standards, who is responsible for the day-to-day administration of the Branch.

The Employment Standards Act consolidates into one concise statute separate labour standards which were in effect prior to January 1, 1969 and the legislation is further strengthened by incorporating the following new standards for the benefit of employees: overtime pay after 48 hours of work in a week; payment of time and one half an employee's regular rate for work performed on any of seven named holidays; equal pay for equal work; collection of wages.

Minimum Wages

This part of the Act provides a floor below which wages cannot legally fall and has the effect of preventing severe exploitation of employees, especially those who are not protected by a collective agreement.

Effective January 1, 1969, minimum wages were increased from \$1 to \$1.30 an hour for persons employed in general industry and from \$1.25 to \$1.55 an hour for persons working in the construction industry. Coverage was also extended to persons employed in certain classifications of employment not previously covered, including egg-grading, landscape gardening and the growing of flowers for retail and wholesale trade.

The Director has the authority under the Act to authorize the employment of a handicapped worker at a rate of wage lower than the minimum wage prescribed under the Act. This approval of the Director must have the consent of the employee or his parent or guardian.

Homeworkers

The enactment of the Act on January 1, 1969 brought persons who do work in their homes for their employer under the jurisdiction of the Branch.

Employers must obtain permits from the Director to employ homeworkers and the wage rates set by the employer must satisfy the minimum wage provisions of the Act.

Hours of Work

Introduced in 1944, this standard now forms a part of The Employment Standards Act, limiting working hours in industry to a maximum of 48 hours a week. An employer may obtain a permit from the Director authorizing hours of work in excess of 48 hours a week and the permit remains in force until revoked by the Director.

Vacations with Pay

The amendment to the Act in 1966 increasing vacation pay credits from 2 per cent to 4 per cent resulted in a very noticeable increase in assessments and this trend continued during the fiscal year.

The major change in this standard is the phasing out of vacation-with-pay credit stamps for persons employed in the construction industry. As of June 30, 1969, an employer in this industry may pay the employee cash in lieu of stamps.

Employees who have received vacation pay in stamp form will still present their books for payment to any branch of a chartered bank or to the Province of Ontario Savings Office up to and including June 30, 1970, after which date the book is to be redeemed at the office of the Director, Employment Standards Branch.

There was an increase in applications for the Director's approval of trust fund vacation-pay agreements and with the phasing out of stamps it is expected that this increase will continue. Under a trust fund vacation-pay plan, the employee is protected against a bankruptcy of his employer, as the vacation-pay credits are paid into the fund at least every month.

Overtime Pay and Holiday Pay

Two of the new standards enacted January 1, 1969, coupled with the permit system, protect employees from working overtime hours at straight-time rates of wages by making it more costly. The employee must be paid a wage rate of time and one half his regular rate of wage for hours worked in excess of 48 hours a week and for work performed on a holiday.

Under this system of controlling overtime hours an employer is still free, within certain limits, to use overtime when required providing he compensates the employee for the overtime hours in accordance with the requirements of the Act.

Equal Pay for Equal Work

The equal pay provisions of the Act apply to all employers in the Province, including the Crown, and no exemptions are made for any classifications of employment from this part of the Act.

A law requiring equal pay for equal work has existed in the Province since 1951 and during the years 1958 to 1968 administration of this standard was under the jurisdiction of the Ontario Human Rights Commission. On January 1, 1969 the administration of equal pay was transferred to the Employment Standards Branch as part of The Employment Standards Act, 1968.

Equal pay for equal work is a principle of remuneration in which wage rates are based on job content without regard to sex. Recognition of this principle prevents discrimination between employees of opposite sex with respect to wage

rates where the work performed requires equal skill, effort and responsibility and is performed under similar working conditions in the same establishment.

The Industrial Standards Act

The Act came into force in 1935. It establishes a procedure whereby employers and employees in an industry, within a designated zone, may agree upon a schedule of wages, hours and days of labour for the industry affected within the zone.

The Act requires that the Minister approve of any Schedule before it may become law in a zone. Once the Schedule is law, it is binding on all in the industry who work in the defined zone.

The Director of Employment Standards is responsible for the administration of the Act. Advisory committees appointed by the Minister for each Schedule have the authority to hear complaints of employers and employees to whom the Schedule applies and generally assist the Department in carrying out the Act.

Committees must be comprised of both employer and employee representatives and with the exception of committees for inter-provincially competitive industries, they serve as unpaid members.

The latter committees have the right under the Act, subject to the approval of the Director, to assess employers and employees to provide funds for the administration and enforcement of their Schedules through their own inspection staff.

Three industries make use of the Act throughout the Province: the barbering industry, the construction industry and the needle trade industries.

The Minister has designated nine trades in the construction industry, all of which have Schedules for their industries, applying to various zones throughout the Province.

The Province of Ontario is also designated as a zone for six inter-provincially competitive industries: the ladies' cloak and suit industry, the fur industry, the ladies' dress and sportswear industry, the millinery industry, the men's and boys' clothing industry and the men's and boys' hat and cap industry.

Fair Wage Schedules on Government Contracts

The Branch also administers the policy of the Government where government contracts are concerned.

The Schedules and applicable labour conditions provide two basic functions. The first provides a reasonable control on hours of work of employees and the second provides for rates of wages generally accepted as fair and current for the various classes of workmen employed in the project. This policy not only ensures employees of fair wages but also protects employers from unfair wage competition.

**Women's Bureau
Director
Dr. L-R. Betcherman**

Collection of Wages

Prior to January 1, 1969, the Branch was legally unable to assist employees with collection of wages in excess of the minimum wages prescribed under The Minimum Wage Act.

Information to which the Branch had access indicated that employees were either hesitant to use The Master and Servant Act, which was enacted for the specific purpose of resolving unpaid wage claims, or if they had sought the use of this Act, they were dissatisfied with the outcome of their case.

It was therefore decided that the Branch should have the legal authority to act on behalf of an employee in regard to the collection of wages in excess of the minimum.

This provision was incorporated within the Act as a new standard, with the result that over \$15,000 was collected on behalf of 253 employees during the period January 1 to March 31, 1969.

The Employment Agencies Act

The Act is administered by a Supervisor and controls the licensing and regulating of employment agencies in the Province.

Amendments to regulations made under the Act were filed during the fiscal year as O. Reg. 107/69. This Regulation was enacted to strengthen further the legislation by requiring, among other things, that every licensee immediately notify the Supervisor of any proposed changes in the information provided in the original application form after a licence has been issued. The amendment also included recognition of "franchise agreements".

The Act has a broad coverage, being applied to any business which for a fee, reward or other remuneration either assists employers to obtain employees, or helps people find employment.

Currently, there are four classes of agencies licensed under the Act: Class A agencies are concerned with finding persons employment for a fee, payable only by the employer. Class B agencies are concerned with finding employment for persons other than sitters and homemakers. Class C agencies find employment only for sitters and Class D agencies find employment for both sitters and homemakers.

The latter three classes may charge fees only to the persons for whom employment is procured and these fees are fixed by regulations.

The employment agency business has grown rapidly in recent years and is considered to be a multi-million dollar industry. This rapid growth has resulted in a large volume of work for the administration of the Act.

The Women's Bureau was established in 1963 in recognition of the growing importance of women to our economy. In 1968, 32.4 per cent of the total labour force in Ontario was female — an annual average of 951,000, up 44,500 from last year.

The purpose of the Women's Bureau is to study the particular needs of women workers, to make recommendations to improve their position, and to assist in increasing the efficiency of their economic contribution.

The Bureau functions primarily as a research and information bureau on and for working women. Three basic groups of women are aided by studies, publications and programs produced by the Bureau. They are women already working, women who have been out of the labour force for a number of years raising families and who now wish employment, and teen-agers who have yet to decide what kind of careers they will pursue.

Women's Bureau Careers Centre

The outstanding characteristic of the female labour force is the increasing participation of married women. Before the Second World War only one out of 20 wives worked; today almost one of every three is working. This reflects a trend for women to re-enter the labour force at the point of diminishing family responsibilities. Statistics corroborate, since over the past 15 years the most rapid rate of increase in labour force participation has been among women over 35.

Owing to the discontinuity in their work lives, this group has a special need for advice on training and employment. On investigation the Women's Bureau found that such help was unavailable and in April, 1967 established its Careers Centre, an occupational counselling service for women in the Toronto area who have been out of the labour force for some years.

Begun as a pilot project, the Careers Centre has developed into a major function of the Women's Bureau. In two years of operation, 768 women have received in-depth interviews with a trained counsellor. Over a thousand have been given occupational information by phone or letter.

Through the establishment of a "mobile" unit, the program is gradually being extended to service women in communities outside Toronto. In March, 1969 the mobile counselling service opened in the city of Windsor. So numerous were requests for appointments that the careers counsellor had to stretch her initial week at the Windsor district office into three.

As well as a service, the Careers Centre is set up as a research project. Each client fills out a questionnaire and this documentation is supplemented by the counsellor's records of the interview and a telephone follow-up. A study based on a sample of 300 clients has just been completed and its publication should contribute some hard facts about the "re-entry" to the labour force.

Vocational Guidance for Teen-Age Girls

The obstacles faced by Careers Centre clients in re-equipping themselves for the labour force has moved the Women's Bureau to undertake a vigorous campaign to stimulate vocational interest among high school girls.

The objective is to reach these girls before they become tomorrow's mature women lacking employment skills.

The importance of long-range career-planning for this generation of female students cannot be over-estimated in light of the fact that, on the average, they will be working for 25 years.

At the 1968 Canadian National Exhibition, the Women's Bureau exhibit was devoted entirely to broadening the career aspirations of the teen-age girl. Ten young women in unusual careers ranging from forester to town planner were featured and, through photo-stories and personal appearances, were presented to a large youthful audience. The exhibit was titled "You're a What?" because that was the question it was meant to evoke in the minds of young girls at the point of career decisions.

At the same time the Bureau interviewed 1,459 female visitors to the CNE about their occupational beliefs and preferences. The answers of those under 20 were compared with the answers of those over 20. It was found that the younger group was more restricted in its views than the older group.

Those over 20 tended to believe that women could go higher on the job and succeed in a wider range of occupations than did the teen-agers. It would appear that counselling for young girls has not yet gone far enough to free them from traditional stereotypes and unnecessarily restricted career aspirations.

The next step in the program was the launching of the *Career Selector* — a series of six booklets of vocational information, colour-keyed to different types of work. Each career is described by its duties, qualifications and pay. Bound sets have been sent to all guidance departments in Ontario high schools and individual booklets are available on request, free of charge to Ontario students. To date, 40,727 individual sections have been distributed.

The latest development is a travelling "careers" exhibit, a custom-designed portable unit featuring photo-stories of contemporary careers for girls. With the co-operation of the Department of Education, this travelling exhibit will make a circuit of Ontario high schools in the coming school year.

Legislation Pertaining to the Female Labour Force

While attempting to improve the occupational qualifications of girls and women through vocational information and counselling, the Women's Bureau is also looking at legislation to improve the status of women workers.

Many complaints of discrimination in hiring, advancement and benefits come to the Bureau. In particular discrimination against married women workers appears to be a present-day problem.

Accordingly the Bureau has undertaken an international survey of statutory and constitutional safeguards against discrimination in employment on the basis of sex. A departmental study group has been established to assess the effectiveness of these different means of providing equal employment opportunity for women.

Information

The Women's Bureau conducts a wide public education program through distribution of its literature, speaking engagements, television and radio appearances, provision of source material for articles and programs on working women, and a specialized pamphlet and clipping library for the use of the interested public.

In the past year approximately 84,000 pieces of literature published by the Bureau were distributed to schools, unions, business and industry, community groups, women's organizations, as well as to individuals. Especially in demand were the *Career Selector*, a brochure entitled *You're a What?*, which gives short autobiographies of unusual careerists, and a new edition of *Ontario Legislation of Interest to Women*.

Summary

With the initiation of the mobile counselling service, the Women's Bureau Careers Centre has developed from a pilot project in Metro Toronto into a permanent program with potential for serving women on a Province-wide basis.

In addition, the new emphasis on youth through the popular "You're a What?" program, which is designed to stimulate long-range career-planning on the part of girl students, is bringing the Women's Bureau to the attention of the upcoming generation of working women.

Information Services
Director
J.W. Preiner

Responding to increased public interest in the diversified programs and functions of the Department, the Information Services Branch provided a broad range of internal and external services.

The extensive operations of the Branch embraced Province-wide display and exhibition activities ; continuous liaison with the Ontario news media ; publication of a departmental magazine and numerous brochures, pamphlets and booklets ; advertising and promotional campaigns ; preparation and distribution of news releases and feature articles ; establishment of information and Press liaison facilities at departmental and other conferences.

During the 1968-69 fiscal period, the Branch sponsored 34 displays at various exhibitions, industrial shows and secondary school "career days" throughout Ontario to inform the public of the Department's activities and to stimulate employer-employee interest in industrial training.

Permanent Exhibit

Major displays were features of the Canadian National Exhibition, Central Canada Exhibition, Ottawa, Lakehead Exhibition, Western Ontario Fair, London, Windsor Restaurant Show, Home Show and Kingston Fall Exhibition. A permanent Department of Labour exhibit established in the Ontario Government's Rainbow Bridge reception area at Niagara Falls was maintained.

Plans were initiated for a new portable display for use by the Industrial Training Branch, and a trailer display and information service was designed for the Employment Standards Branch at the Canadian National Exhibition and Western Ontario Fair.

Critical labour-management negotiations, involving participation of the Department's Conciliation Services officers, entailed frequent and, at times, intensive Branch liaison with news media representatives.

The editorial program included preparation and publication of the Department's official magazine, *Task*. Issued quarterly, the magazine was distributed to a list of approximately 25,000 individuals, including employers, trade unions, universities, secondary schools, libraries, daily and weekly newspapers, several associations, as well as Labour Department staff.

As the Department continues to expand, the role of this publication becomes increasingly vital as a channel of communication. Topics examined included a series on the future of labour, an examination of the Goldenberg Report on the construction trades, guaranteed annual income, collective bargaining in Sweden and a review of collective bargaining in Ontario, 1968.

Editorial Award

During the period under review, the publication received a major editorial award. Placed among the "top publications in its category", it won seven Awards of Merit in GDC 68, the showing of the best in Canadian graphic design.

In recognition of outstanding performance, the magazine was also recipient of a Certificate of Merit in the 1969 Awards Program sponsored by the Canadian Industrial Editors Association.

The publications section was also actively engaged in the preparation of editorial material associated with the production of booklets and brochures.

New pamphlets relating to apprenticeship training for the following trades were published : baker, chef and sheet metal worker.

The Branch also handled publication of several other brochures. Among them were :

Safety in Ontario (Ontario Labour Safety Council)

Career Selector (Women's Bureau)

You're a What ? (Women's Bureau)

Trade Certification in Ontario (Industrial Training Branch)

Safety on Elevating Devices (Elevator Inspection Branch)

Safety on Construction Hoists (Elevator Inspection Branch)

Report of the General Advisory Committee on Industrial

Training (Industrial Training Branch)

An extensive advertising campaign to detail the legislation of the new Employment Standards Act was completed by the advertising section. Advertisements directed toward employers, employees and the general public were placed in all Ontario daily and weekly newspapers and selected ethnic and other publications.

Advertising was also placed on behalf of the Women's Bureau, Ontario Human Rights Commission and the Personnel and Employment Standards Branches. Institutional advertising was also prepared for several organization and association papers.

News releases and a series of special feature articles relating to the varied departmental operations were widely used by daily and weekly newspapers, ethnic and trade publications and also news departments of the Province's radio and television stations. In addition, the section handled Press liaison duties during departmental regional conferences.

Additional activities included publicity for apprenticeship graduation ceremonies, safety seminars, the Women's Bureau and other departmental events.

Office of the Athletics Commissioner
Commissioner
L.M. McKenzie

The Athletics Commissioner, under the direction and control of the Minister of Labour, assists in the administration of The Athletics Control Act and the Regulations made under the Act. In its administrative principles this legislation provides for the supervision of all amateur and professional boxing and wrestling contests and exhibitions in Ontario.

An important part of the work of the Athletics Commissioner is to issue licences to boxers and wrestlers and to other persons concerned with boxing and wrestling contests and exhibitions, and to assist, promote and encourage organized amateur sports and sports associations.

During the fiscal year 1968-69, a total of 703 boxing and wrestling licences were issued, bringing a revenue of \$10,878. Tax receipts from professional boxing and wrestling events amounted to \$8,605.03.

Assistance to Amateur Sports

New equipment was donated to some 1,200 associations sponsoring such minor amateur sports as baseball, softball, basketball, football, hockey, lacrosse, soccer, track and field events, boxing and wrestling. Approximately 65,000 athletes were connected with these associations. This form of assistance to and encouragement of minor amateur sports represented an expenditure of \$109,929.98.

Donations amounting to \$9,302.27 in the form of plaques, crests, medals and trophies were made to individuals and teams winning Ontario Championships. Printed material, such as rules and regulations on sports, instructional pamphlets and score cards, is provided free of charge.

Grants

Assistance in the form of grants during the year amounted to \$17,282. The three Ontario branches of the Amateur Athletic Union received annual grants to assist in the operating expenses of their branches: Thunder Bay Branch, \$400; Central Ontario Branch, \$750; and South-Western Ontario Branch, \$500.

A grant of \$750 was made to the Lake Superior Ski Division of the Canadian Amateur Ski Association to assist in the purchase of equipment and the Ontario Water Polo Association received \$750 for equipment. The Ontario Section of the Amateur Synchronized Swimming Association of Canada received a grant of \$607 to assist in sending the Ontario champion swimmers to the American Outdoor National Synchronized Swimming Championships held in Santa Clara, California.

Other grants were: \$2,000 to the Canadian Amateur Ski Association's National Ski Team Fund; the Ontario Division of the Canadian Amateur Ski Association received \$3,250 towards the purchase of equipment; \$1,000 was given to the Ontario Section of the Canadian Amateur Swimming Association for their 1968 swimming fund; the Ontario Amateur Wrestling Federation received \$900 to assist in sending wrestlers to participate in tournaments in the United States; \$750 was given to the Old Boys' Rugby

Football Club to help defray expenses of their trip to represent Canada in the Commonwealth Cup Rugby Competition in Charlottesville, Virginia; the Ontario Fencers' Association received \$500 to assist in the purchase of equipment.

Grants were made to the following organizations to assist in their administrative programs for 1968: Ontario Rural Softball Association, \$525; Ontario Baseball Association, \$750; Ontario Amateur Speed Skating Association, \$750; Ontario Amateur Basketball Association, \$400; Ontario Minor Lacrosse Association, \$750; Ontario Rural Hockey Association, \$750; and Ontario Amateur Softball Association, for their 1968 and 1969 program, \$1,200.



Safety and Technical Services Division

Executive Director
H.Y. Yoneyama, P.Eng.

The Safety and Technical Services Division directs four main types of activities in maintaining and promoting safety for the work force and the public : enforcement of statutes and regulations ; study of personal injury and property damage accidents and their control ; review of drawings ; licensing of equipment and personnel. In addition, the Division studies ways and means to achieve its goal in safety through legislation and organizational development. The Division acts as a co-ordinating head for the activities of five branches : Industrial Safety, Construction Safety, Elevator Inspection, Boiler Inspection, and Operating Engineers.

Industrial Safety Branch
Director
D.G. Grant, P.Eng.

Late in 1968 a plan to regionalize the Branch's engineering services was inaugurated, resulting in professional engineers being located at the District Offices at Windsor, London, Kitchener, Hamilton, Ottawa, in addition to staff in Toronto.

Taking these services out into the field has worked most efficiently and is being received enthusiastically by the local industries, architects, consultants, contractors, etc.

The following summary shows a small increase in non-fatal accidents (approximately 3 per cent) and some decrease in directions issued and inspections. These could be tied in with introducing the initial stages of Automatic Data Processing and field staff doing a great deal of "leg work" to initiate this program.

| | 1967-68 | 1968-69 |
|------------------------|----------------|----------------|
| Non-fatal accidents | 28,662 | 29,649 |
| Accidents investigated | 2,550 | 2,371 |
| Inspections | 64,188 | 47,755 |
| Directions issued | 44,726 | 41,859 |
| Directions completed | 45,309 | 38,484 |
| Revenue | \$372,986 | \$393,667 |
| Personnel | 119 | 123 |

Legislation

Major amendments to The Industrial Safety Act, 1964 came into effect on July 23, 1968. Under the amendments, "factory" now means and includes land appertaining to the actual building or buildings ; and the maximum penalty for a conviction under the Act has been raised from a fine of \$1,000 to a fine of \$5,000 or to imprisonment for a term of not more than 12 months, or both.

Personnel

At the end of the fiscal year, the Branch had 123 employees in the following positions : one director, one assistant to the director, one chief engineer, one guarding engineer, one office manager, four regional managers, eight supervisors, ten professional engineers, 65 industrial safety officers (male), nine special service representatives (female), 22 office staff.

Drawing Approval

The engineers approve drawings of all factories, shops and office buildings. Regulated fees are levied for these services and the revenue from this source totalled \$393,667 from a total value of \$397,795,190 in projects. The number of approvals was 3,729.

Tagging and Prosecutions

In cases where equipment and machinery is not adequately protected and exposes the employees to danger, the equipment is put out of service by "tagging it out." During the year, 263 machines were tagged out of operation.

Construction Safety Branch
Engineer and Chief Officer
J. McNair, P.Eng.

The administration of the three pieces of legislation concerning the safety of workmen on construction projects is the responsibility of the Construction Safety Branch.

The Trench Excavators' Protection Act

The inspection and enforcement of the requirements of The Trench Excavators' Protection Act is carried out by over 1,000 municipal trench inspectors appointed by the 925 local municipalities. Provincial inspectors instruct, advise and assist the municipal trench inspectors.

An annual report must be prepared by the senior municipal trench inspector for the council of his municipality, giving statistical information on the length of trench excavated and other relevant data. Altogether 873 of the 925 municipalities reported, giving an effective picture of the scope of operations under this Act. Details appear in tables in the Statistics Section.

The Construction Safety Act

The inspections and enforcement of the requirements of The Construction Safety Act are conducted by 253 inspectors appointed by specified municipalities, 105 in number. Mandatory appointments are required to be made by: 38 counties; 33 cities; six separated towns; one separated township; three local municipalities over 50,000 population; five boroughs of Metropolitan Toronto; 19 local municipalities over 5,000 population in territorial districts.

Details of inspections under this Act are shown in the Statistics Section.

Ontario Regulation 100/63, which deals with underground work and was made under Section 10 of The Department of Labour Act, is enforced throughout the Province by the four inspectors of caissons. During the year, 17 projects were carried on under compressed air.

Branch personnel comprised: one engineer and chief officer (professional engineer), three district engineers (professional engineers), 14 construction safety officers, four inspectors of caissons, three clerical and stenographic staff. Construction safety officers are located at Hamilton, Kitchener (2), London, Kingston, Ottawa, Port Arthur and Sudbury, and five work from the Toronto office.

There were 37 fatalities on construction projects during the calendar year 1968: under Ontario Regulation 100/63 (1); The Trench Excavators' Protection Act (3); The Construction Safety Act (33).

Elevator Inspection Branch
Chief Inspector
F.W. Ehmke

The concern of the Elevator Inspection Branch is safety on elevating devices and construction hoists. The safe mechanical condition of these devices is enforced under The Elevators and Lifts Act and The Construction Hoists Act.

The Chief Elevator Inspector administered and enforced these Acts and their Regulations with the assistance of a staff of 82 at the close of the fiscal year under review, of which 42 were inspectors and six supervisor inspectors. There were approximately 16,100 elevating devices and 180 construction hoists actively operating in Ontario during the period.

The Branch is also responsible for licensing the operation of such installations, investigating equipment failures or accidents arising from their use, and examining and approving drawings and specifications for new installations or proposed alterations to existing installations.

The owner of the installation, as defined in these two Acts, is required to maintain the installation in a safe operating condition, to operate only when licensed, and to advise the Chief Inspector of any accidents occurring on same.

Contractors

During the year there were 77 registrations of contractors, ten of which were first registrations.

Drawings

A total of 1,131 drawings and specifications was approved: 1,028 concerned new installations and 67 involved major alterations. Thirty-six drawings for workmen's hoists were also approved.

Inspections

A total of 36,626 inspections were carried out during the year, an increase of 31.4 per cent over the previous year and a new high for the Branch. Reorganization, computerization and expansion were contributing factors to this increase. There were 10,614 safety tests witnessed, 163 of which resulted in functional failure on initial tests.

There were 48,392 directions issued during the year for improvement and licensing: 16,583 dealt with freight elevators and 26,423 with passenger elevators.

Shut-downs were ordered in 1,217 cases and the devices remained shut down until unsafe conditions were remedied. There were 287 installations dismantled, of which 142 were freight and 49 were passenger elevators.

During the year under review inspections of construction hoists increased from 1,121 to 1,966; 337 of these were on workmen's hoists. This increase is attributed to more frequent inspections and more hoists in operation.

Owners of elevating devices reported 548 accidents during the fiscal year, involving 636 persons. Of the 484 injured, 349 were riding escalators and injuries were, in most cases, attributed to passenger carelessness. There were two fatal accidents: one on a passenger elevator and one

on a Class B dumb-waiter. There were five hoist accidents which resulted in six persons being injured, three of them seriously.

Prosecutions

Thirty-five charges were laid during the fiscal year which resulted in convictions. Thirty-one charges were under The Elevators and Lifts Act and Regulations and four were under The Construction Hoists Act and Regulations.

The 31 charges under The Elevators and Lifts Act and Regulations were as follows : seven for not complying with the inspectors' directions ; two for not submitting drawings for approval ; one for making a false statement concerning work performance ; three for operating an unlicensed installation ; two for not submitting notice of commencing to install ; one for not being registered as a contractor ; 15 for operating in an unsafe condition. The fines levied by the courts on these 31 charges totalled \$2,280.

The four charges under The Construction Hoists Act and Regulations were as follows : one for placing a hoist into service without an inspection ; one for failure to report an accident within 24 hours as requested ; one for permitting operation of a hoist in an unsafe condition ; one for permitting operation of a hoist in an unsafe manner. The fines levied by the courts on these four charges totalled \$1,200. The total fines levied amounted to \$3,480.

Licences

A total of 15,534 initial, duplicate, transfer and renewal licences were issued during the year, covering all types of elevating devices. There were 8,538 licences issued for passenger and 4,710 issued for freight elevators.

Licences for construction hoists totalled 321, an increase of 83 from the previous year. This total was due to more hoists being in operation during the year under review.

Revenue

Revenue under The Elevators and Lifts Act was \$362,577.05, an increase of 27.9 per cent over the previous year.

Under The Construction Hoists Act revenue was \$20,417.31, an increase of 80.9 per cent from the previous year.

Boiler Inspection Branch Chief Inspector R.F. Hawkins, P.Eng.

The Boiler Inspection Branch is responsible for the administration of The Boilers and Pressure Vessels Act, 1962-63. In addition to inspecting boilers, pressure vessels and piping, this Branch approves and registers the designs for their manufacture or use in Ontario. The inspection function encompasses materials, fabrication in the workshops and periodic field checks during the operational life of the vessels. In conjunction with these activities the Branch approves welding procedures for the numerous manufacturing processes, and tests and qualifies the welding operators.

Boiler inspectors of insurance companies who conduct inspections under the Act are examined and certified, and the Branch exercises a supervisory role over their inspection activities.

Close liaison is maintained with the major technical societies and inspection authorities in the United States and elsewhere, and during the year arrangements were completed with the National Board of Boiler and Pressure Vessel Inspectors of the US for the Branch to conduct their certification examinations in Toronto. The provision throughout the Province of local inspection service acceptable to the US national authority will be of considerable assistance to manufacturers engaged in the export business.

Inspections

Inspections carried out by the Branch officers reached a new high of 83,544, an increase of 17.4 per cent over the previous year. A total of 2,810 designs were registered, 9,907 welders were tested and 285 certificates of competency and renewals issued.

During the year 17 explosions, which resulted in two non-fatal injuries, were investigated by Branch officers and suitable recommendations made to prevent a recurrence. Thirty-one vessels were condemned as unfit for further service.

Revenue from approval and inspection fees was \$316,185.05.

The Branch officers were increasingly involved on inspections in the nuclear power generation program and this activity will continue to grow as the various projects advance.

During the period under review, conversion of several Branch manual functions to Automatic Data Processing continued. In the fiscal year 1969-70, research will be conducted in conjunction with the Director of Systems and ADP, on the data-processing aspects of optimum inspection frequency, geographical work-load realignment, object category classification and recording of insurance inspections.

**Operating Engineers Branch
Chief Officer
D.B. Shaw**

The Operating Engineers Branch must approve applicants for Certificates of Qualification as operating engineers or operators. Seven inspectors are responsible for administering and enforcing The Operating Engineers Act, the registration of steam, refrigeration and compressor plants, and for the inspection of premises where a plant is being installed or operated.

Registration of Plants

Expecting an early proclamation of The Operating Engineers Act and Regulations, 1965, the present registration system was thoroughly examined. The new Act does not permit equipment in new plants to be split and registered as several small plants, since this practice was found to defeat the prime purpose of the Act. Plants so registered under the 1960 Act will, however, be kept on record for identification purposes.

The fiscal year ending March 31, 1969 provided the following statistics : 2,626 registered plants on record (these include the registration of 187 new plants and the deletion of 335 registrations due to demolition, purchasing steam or declassification) ; 900 registered sub-plants on record, comprising plants temporarily exempt from the Act because they are not in commission or declassified for other reasons and accordingly must be inspected at regular intervals. A total of 879 registration certificates were issued, which included 187 for new plants, 308 for change in classification, 355 for split-plant equipment and 29 for duplicate certificates.

Examination and Results

The number of applicants for certificates of qualification as operating engineers or operators examined by the Branch's Board of Examiners during the year totalled 2,745. Of this total, 540 (20 per cent) failed to pass the requisite examination. Of the 2,745 applicants before the Board for examination, 64 per cent were examined in the city of Toronto and 36 per cent were examined in other centres in Ontario.

For not meeting the requirements of the Act and Regulations, 8.8 per cent of the applicants were found ineligible for examination. While a total of 2,859 examinations were written, this should not be confused with the actual number of candidates (2,745) accepted for examination, since several candidates repeated the examination before obtaining a certificate.

In addition to the examinations conducted under The Operating Engineers Act, the Board examined the qualifications of 21 applicants for certificates of competency under The Boilers and Pressure Vessels Act.

The Department of Labour is represented by a member of the Board on an examination committee for the Atomic Energy Control Board.

Certificates of Qualification

The total number of Certificates of Qualification issued in the fiscal year was 29,440. This represented 27,235 renewal certificates and 2,205 issued by examination, 81 more than the previous year.

Failure to remit the renewal fee for the five previous years resulted in the lapse of 969 certificates. These can only be reinstated after complying with the requirements of the Act.

There are 33,898 operating engineers registered as of March 31, 1969. Of these 4,459 failed to renew their certificates for 1969. Twenty-nine provisional certificates were issued during the fiscal year 1968-69.

General

The Operating Engineers Handbook was reprinted and distributed to individuals and organizations concerned with plant operation and safety.

During the year 7,813 inspections were made by the Branch inspectors ; of these 5,729 were industrial and 2,084 hoisting. A total of 461 violations were reported and 405 had been corrected by March 31, 1969.

A number of interviews were arranged between the Chief Officer and plant owners, consulting engineers, representatives of labour organizations and other interested parties. Assistance and advice were offered on such matters as staffing new plants with certificated engineers to comply with the requirements of the Act, alterations to plant equipment and layout, study and examination procedure and correcting infractions of The Operating Engineers Act.

The Chief Officer and, on occasions, the members of the Board of Examiners addressed several interested groups on such topics as the intent and application of the 1965 Operating Engineers Act, and examination procedures.

Board meetings were held at regular intervals to discuss and rule on problems connected with the Act.

The proclamation of The Operating Engineers Act, 1965 has been delayed pending completion of Regulations.

Six prosecutions were laid against plant owners. Five accidents related to operation of plants registered under The Operating Engineers Act were reported, of which three were fatal.

Net revenue collected under The Operating Engineers Act for the fiscal year 1968-69 totalled \$183,021.16.





The Labour Relations Board and the Conciliation Services Branch are concerned with the maintenance and promotion of labour harmony throughout the Province. Both bodies operate under The Labour Relations Act, which establishes ground rules for collective bargaining between labour and management. The Board is primarily responsible for ruling on bargaining rights and unfair practices issues. Conciliation Services assists in actual bargaining upon the request of either or both parties when they are unable to reach agreement.

Ontario Labour Relations Board Chairman G.W. Reed, QC

The Ontario Labour Relations Board administers a large part of The Labour Relations Act, of which the following are major areas of its jurisdiction : certification of trade unions as collective bargaining agents for employees, termination of bargaining rights, declarations of unlawful strikes and lockouts, investigation and hearing of complaints of unfair practices in employment, granting leave to prosecute for alleged violations of provisions of the Act, and from September, 1966, the settlement of jurisdictional disputes.

Composition

The Board is composed of a chairman, five vice-chairmen, one of whom is designated as alternate chairman, five employer representatives and five employee representatives, all appointed by the Lieutenant-Governor in Council. Under the Act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division. The chairman is required to designate one of the divisions as the construction industry division to deal with certification and termination applications in the construction industry. This division has also been used in most jurisdictional dispute cases.

Location of Hearings

It is common for three divisions to be sitting simultaneously, sometimes in different parts of the Province. While most cases are heard in Toronto, complaints involving discrimination in employment or cases involving a substantial number of witnesses are generally heard at or near the municipality in which the employer is located. In addition, investigations by field officers into complaints of discrimination in employment, inquiries by examiners into various matters as directed by the Board and representation votes conducted by returning officers are normally held at or near the premises of the employer.

Board Reports

The Board publishes a monthly report which is available free of charge to the public. The report contains a list of the cases disposed of, the texts of decisions and statistics of the Board's operations in the month of reference. It also includes policy statements of the Board as they are issued. All policy statements issued up to the end of the fiscal year have also been incorporated in the Board's latest issue of *Rules of Procedure, Regulations and Practice Notes*.

The 12 issues of the monthly report for the fiscal year 1968-69 totalled 1,357 closely-typed pages. Of this number, 997 reported the full texts of 388 Board decisions, under the heading "Indexed Endorsements"; 282 listed the cases disposed of by type; 61 presented statistical information; and 17 contained significant portions of decisions in construction cases, under the title "Excerpts from Decisions in Construction Industry Cases".

Summary of Operations

The Board employs a field staff to assist it in the administration of the Act. Thus, under Section 65 of the Act, the Board may appoint a field officer to investigate complaints of unfair practices in employment. The function of the field officer is to try and effect a settlement of the complaint and, if unable to do so, to submit a report to the Board.

Again, in representation cases, the practice of the Board is to appoint an examiner to take evidence at the premises of the employer on such matters as the composition of bargaining units, the duties and responsibilities of specified persons and the accuracy of lists of employees submitted by employers. The examiners conduct formal hearings and submit formal reports to the Board and to the parties. Further, returning officers are used to conduct representation votes which have been directed by the Board.

Finally, the field staff of the Board is being called on with increasing frequency, although on a purely voluntary basis, to conduct votes in connection with strikes, the ratification of collective agreements and the selection of union officers.

During the fiscal year 1968-69 field officers inquired into 207 complaints of discrimination in employment. In 103 cases, they were able to effect a settlement. Reports were submitted to the Board on 91 complaints in which the field officers were not able to effect a settlement, and 13 cases were still under investigation at the end of the year.

Examiners inquired into 284 cases during the year. Of this number, 158 reports involving 160 cases were submitted to the Board. In 60 cases agreement was obtained from the parties on the issues under investigation, 18 cases were withdrawn before the examiner began his inquiry, 23 cases were dismissed by the Board when the applicant sought withdrawal during the examiner's investigation, and in 23 cases investigation had not been completed at the end of the fiscal year.

During the fiscal year returning officers conducted 112 elections involving certification cases, 24 involving applications for termination of bargaining rights and five affecting cases concerning the status of successor employers.

There were 8,112 employees eligible to vote in the certification elections and 7,844, or 97 per cent, of them cast their ballots. A higher proportion of employees participated in the termination elections. Of the 885 eligible to vote, 98.9 per cent (or 875) cast their ballots. In the successor status elections 427, or 92 per cent, of the 462 eligible employees voted.

Case Load

During the fiscal year 1968-69, the Board again experienced an increase in the total number of cases it received. Applications and complaints of all kinds amounted to 1,565. This was 92, or 6 per cent, higher than the 1,473 cases for the previous fiscal year.

The number of cases disposed of by the Board showed a substantial increase. The 1,534 cases that were concluded exceeded last year's total by 119.

At the end of the fiscal year, there were 235 cases pending at various stages of processing. This total was 31 above the 204 cases that were carried over from the previous year.

The number of hearings and continuation of hearings conducted by the Board during 1968-69 increased to 1,052 from 889 in 1967-68. Details of the cases handled by the Board in 1968-69 are shown in the Statistics Section of the Annual Report.

Judicial Review of Board's Decisions

During the fiscal year 1968-69, 11 decisions of the Board were removed into the courts for review. Nine of the applications to the High Court were made by trade unions, with a group of employees and an employer each making one application. Two of the applications were dismissed by the High Court, and one of these applications was pending before the Court of Appeal at the end of the fiscal year. The remaining nine applications were pending in the High Court as of March 31, 1969.

The courts rendered decisions on six applications concerning decisions of the Board which were removed to the courts for review prior to the commencement of the fiscal year in question. Four of these applications had been brought by employers, one by a group of employees and one by a trade union. All six applications were dismissed in the High Court. Four of these six applications were then taken to the Court of Appeal and were dismissed. Two of these four applications were in turn appealed to the Supreme Court of Canada, where one application was abandoned and the other was pending at the end of the fiscal year 1968-69.

In summary, as of March 31, 1969, a total of 11 applications were pending before the courts – nine before the High Court, one before the Court of Appeal and one before the Supreme Court of Canada.

Certification of Bargaining Agents

Certification applications constitute the bulk of cases processed by the Board. In the fiscal year 1968-69, the Board received 1,035 certification applications. It was the second largest intake in the Board's history, and was 80 cases less than the all-time high of 1,115 applications in 1956-57. The figure of 1,035 cases for 1968-69 was nearly 10 per cent above last year's intake.

As in previous years, affiliates of the Canadian Labour Congress filed the largest number of certification applica-

tions. These affiliates submitted 815 applications, or 80 per cent of the total for 1968-69. International and national trade unions not affiliated with the Congress filed 179 applications, and the remaining 41 came from independent local organizations.

In addition to the 1,035 certification applications received, the Board processed 119 that were carried over from the previous fiscal year, making a total certification case load of 1,154. Of this total, 1,028 were disposed of, 696 were granted, 228 dismissed and 104 withdrawn. The remaining 126 cases were pending on March 31, 1969.

Of the 1,028 applications disposed of, 112 were concluded on the results of representation elections. In the 110* elections conducted, 8,951 employees were eligible to vote. Of these eligible voters, 8,578, about 96 per cent **, cast their ballots.

The 696 cases in which certification was granted represented 68 per cent of all the certification applications disposed of during the year. This proportion compares with 70 per cent in 1967-68 and 75 per cent in 1966-67.

Small bargaining units continue to predominate in these cases. The average size of the units certified was 33 employees. About 82 per cent of these units covered 39 or fewer employees and 50 per cent covered nine or fewer employees. The total number of employees affected by the 696 applications in which certification was granted was approximately 23,900, about 2,900 fewer than those affected by the 643 certifications of 1967-68.

A table in the Statistics Section shows the time taken by the Board to process the 696 applications in which certification was granted. About 92 per cent of these cases took 84 days (3 months) or less to process from filing to disposition, 86 per cent took 56 days (2 months) or less, 72 per cent took 28 days (1 month) or less, and 61 per cent required 21 days (3 weeks) or less. Only 2 per cent (15 cases) needed more than 168 days (6 months).

Of the 696 certified cases, 227 were construction applications. None of these construction cases required longer than 84 days (3 months) to process. About 96 per cent of them took 56 days (2 months) or less, 90 per cent took 21 days (3 weeks) or less, and about 77 per cent required 14 days (2 weeks) or less.

*The difference between 112 applications and 110 elections is accounted for by consolidation of some applications.

**The difference between these two figures cited here and the two figures of 7,844 and 97 per cent cited under the heading *Summary of Operations* occurs because the earlier figures refer to elections held during the fiscal year regardless of whether the application was disposed of during the fiscal year. The figures shown here refer to elections held in applications which were actually disposed of during the fiscal year.

Termination of Bargaining Rights

Seventy applications for termination of the bargaining rights of trade unions were received during the fiscal year. This number was 22 below the previous year's intake. There was a carry-over of eight applications, making a total of 78 termination cases dealt with in 1968-69. Of this total, 35 were granted, 26 dismissed and nine withdrawn. Eight cases were not disposed of at the end of the year.

Status of Successor Trade Union or Successor Employer

In 1968-69 the Board dealt with 45 applications for declarations concerning the status of successor trade unions, compared with 26 in 1967-68. Of the 45, affirmative declarations were issued in 30, one was dismissed and 14 were pending at the end of the year.

Twenty-five applications for declarations concerning the status of successor employers were also received, compared with three in 1967-68. Of the 25, five were granted, three dismissed, two withdrawn and 15 were pending at the end of the year.

Strikes and Lockouts

Forty applications for declarations that strikes were unlawful were processed during the fiscal year 1968-69, including three carried over from the previous year. Of these, four were granted, two dismissed and 33 withdrawn. One case was pending at the end of the year.

The Board also processed seven applications for declarations that lockouts were unlawful. Three of these cases were dismissed, three withdrawn and one was pending at the end of the year.

Consent to Institute Prosecution

Applications for consent to prosecute dropped to 105 from 106 in the previous fiscal year. Of the 1968-69 cases, 55 came from employers alleging that trade unions or employees had engaged in unlawful strikes, 39 were filed by trade unions or employees against employers for various alleged violations of the Act, ten were filed by trade unions against trade unions and one was filed by an employee against an employer and a union. Three of the cases from trade unions were filed under Section 11 of The Hospital Labour Disputes Arbitration Act.

There were 15 applications carried over from the previous year, making a total of 120 prosecution cases processed by the Board in 1968-69. Of the total, 18 were granted, 14 were dismissed and 72 were withdrawn. The remaining 16 cases were pending at the end of the year.

Complaints of Unfair Practices in Employment

The Board received 183 complaints of unfair practices in employment during the fiscal year under review, compared with 188 in 1967-68. The majority of these complaints were filed by trade unions charging that employees had been

discharged for trade union activity. An additional 41 complaints were carried over from 1967-68, making a total of 224 cases dealt with by the Board. Of this number, 190 were disposed of and 34 were pending at the end of the year.

Of the 190 cases disposed of, 150 alleged unlawful discharge for trade union activity. Seventy-six of these 150 were settled in discussions with the Board's field officers, five were dismissed by screening panels, two were withdrawn before a field officer was appointed, 25 were withdrawn after having been listed for hearing by screening panels and 42 went to hearings. Of the 42 that were heard by the Board, relief was granted in 11 cases, 30 were dismissed and one was withdrawn.

Trusteeship

Seven statements that local unions had been placed under trusteeship were filed with the Board during 1968-69. In addition, the Board had 14 statements of trusteeship that were being continued at the beginning of the fiscal year. Of the total 21 trusteeships, 11 were discontinued and ten were still in effect on March 31, 1969.

Jurisdictional Disputes

Fifteen complaints of jurisdictional disputes were processed during 1968-69. Eight of these complaints included requests for interim orders on the ground that a strike was imminent or taking place, as well as requests for final directions. Five of the eight complaints also requested cease and desist directions under Section 66 (3). The remaining seven cases requested directions on work assignments.

With respect to the 15 complaints, the Board issued two interim orders and three final directions, all of which were filed by the Board in the Supreme Court of Ontario. One request for a direction was dismissed and three were withdrawn. Three requests for interim orders were withdrawn. One cease and desist order was issued and four requests for such orders were withdrawn. A final direction was also issued in a complaint that was carried over from 1967-68. Eight complaints had not been disposed of on March 31, 1969, four because they were under review in the courts.

Miscellaneous Applications and Complaints

Four applications were received under Section 33 (2) of the Act, seeking the addition of a "no strike or no lockout" provision to collective agreements. The provision was added by the Board in all four cases.

One application was filed under Section 34 (3), requesting modification of the arbitration provision in a collective agreement. The request was granted by the Board.

Eleven applications were received under Section 39 (3), seeking early termination of collective agreements. The Board also dealt with an additional case that was carried over from the previous year. Of the total of 12, the

Board consented to the early termination of the agreements concerned in eight cases, three cases were withdrawn and one was pending at the end of the fiscal year.

The Board processed six complaints under Section 63, concerning the failure of trade unions to furnish members with audited financial statements. In two of these cases the Board directed the union to supply a financial statement of its affairs to the member requesting it, and the other four cases were withdrawn.

In 1968-69 the Board dealt with 23 applications under Section 79 (2), where decisions were sought on whether persons were employees under the Act. Of this number, which included eight that were carried over from 1967-68, decisions were issued clarifying the matter in seven cases, three cases were dismissed, five were withdrawn and eight were pending at the end of the fiscal year.

Twelve cases were referred to the Board by the Minister of Labour under Section 79a for decisions on questions arising from conciliation applications or requests for the appointment of an arbitrator. An additional two cases were carried over from the previous year. Eleven of the total were disposed of and the remaining three were pending on March 31, 1969.



Conciliation Services Branch
Director
W.H. Dickie

Since 1944, legislation in Ontario has provided for conciliation services to assist trade unions and employers in resolving differences that arise during negotiation of collective agreements. These services must be completed before a lawful strike or lockout can take place.

Conciliation services are available at two levels. The first involves the appointment of a conciliation officer, whose function is to bring the parties together and help them reach a mutually satisfactory agreement. If the officer is unable to effect a settlement, the legislation provides a second step by which he may recommend to the Minister that a Board of Conciliation be established or that "No Board" be set up.

Conciliation Activity – Fiscal Year 1968-69

During the fiscal year 1968-69 the Conciliation Branch experienced a substantial increase in its work load by comparison with the previous year. Conciliation officers succeeded in assisting settlements in 728 disputes and they continued to refer fewer to conciliation boards.

Conciliation Officers

Conciliation officers dealt with 1,826 collective agreement disputes, which included a carry-over of 283 from the previous year. The total was 281 more than the number they handled in 1967-68, and involved 2,335 employers and 304,651 employees compared with 2,197 and 223,886 respectively in 1967-68.

The officers were successful in helping to bring about agreements in 728 disputes, or 40 per cent of the total, involving 873 employers and 78,435 employees. They referred 42 situations to conciliation boards, affecting 67 employers and 31,863 employees; and they recommended that no conciliation boards be established in 748 cases, involving 1,015 employers and 129,289 employees. Seven other disputes lapsed. The remaining 301 had not been disposed of at the end of the fiscal year.

Of the disputes that the officers were unable to settle, the proportion referred to conciliation boards declined from 6 per cent to 3 per cent, while the proportion not recommended for boards increased from 46 per cent to 49 per cent.

The pattern of disposition of the cases that were not settled by the officers reflects the Conciliation Branch's current policy of restricting conciliation boards to situations where they can be effective. The policy, therefore, places a prime responsibility on the parties to meet and bargain on outstanding issues.

Conciliation Boards

In 1968-69, conciliation boards dealt with 58 disputes, including a carry-over of 16 from the previous year. These disputes involved 105 employers and 37,363 employees. Agreement was reached in 13 disputes involving 5,162 employees. In one dispute, covering 75 employees, the parties settled before a formal report was made.

Settlement was not reached in 39 disputes involving 31,498 employees, and five boards were outstanding on March 31, 1969.

Special Assignments

The Conciliation Branch does not lose interest in a dispute when the formal conciliation procedures have been completed. It maintains contact with the parties until they reach a settlement. In many disputes, one or both parties will informally contact an officer or official and ask for an opinion, advice or assistance on specific matters. In some cases the parties will request that a conciliation officer be reassigned to help resolve the matters in contention.

Sometimes the Director of Conciliation Services, on his own initiative, will recommend to the parties that they resume discussions under the auspices of the Branch. If the dispute results in a strike or lockout that might be of long duration or of serious inconvenience to the public, the Branch always intervenes to help effect a settlement.

In 1968-69 there were 192 disputes in which post-conciliation assistance was given. They involved 205 employers and 54,837 employees. Of these 192 disputes, 159 affecting 169 employers and 49,167 employees resulted in agreement between the parties. In addition the Service directly aided in the resolution of 68 strikes affecting 75 employers and 27,509 employees. Because of the number of informal contacts that are not reported, these statistics, however, understate the volume of the Conciliation Branch's post-conciliation activities and the degree to which they contributed to settlements.



Administrative Services Division

Executive Director
M.K. Dibble

The Administrative Services Division was established in 1966 to centralize the direction of those major elements which provide supporting services to the operational functions of the Department. Currently comprising the Accounts Branch, the Personnel Branch and the Office Services Branch, the Division has accepted new and increasing responsibilities during the year.

In addition to its traditional role, the Division pursues a policy of nurturing an environment which permits optimum functional productivity within the operational elements of the Department. This policy is reflected, for example, in the current program to relieve operating branches from responsibility in connection with the handling of revenue.

Accounts Branch
Chief Accountant
G.A. Webster

The Accounts Branch, with a complement of 39, is responsible for recording cash receipts and disbursements, preparing the monthly financial statements of income and expenditure for each branch as well as submitting a consolidated statement reflecting total receipts and disbursements for the Department.

Other duties include : preparing and submitting the Annual Public Accounts Statement ; presenting the annual estimates ; administering the departmental budget ; recording expenditures made under The Adult Occupational Training Agreement ; claiming appropriate refunds from the Government of Canada and advising senior management on all financial matters.

The following statements show in summary form : ordinary expenditure at \$15,409,303.29, ordinary revenue of \$5,321,083.30, capital disbursements at \$10,738,551.69, and capital receipts of \$9,468,303.83.

Office Services Branch
Chief
T.F. Carter

The Office Services Branch operates under the direction of the Executive Director of Administrative Services.

It was organized in 1965 and was called the Administrative Planning Section. However, the responsibilities and duties of the Section expanded so rapidly that it was reorganized and in February, 1967 it became the Office Services Branch.

The current organization of the Branch is composed as follows : the Chief of Office Services, an assistant to the chief, a purchasing officer, a supervisor of stores and re-production, a senior appliance operator, a senior supply clerk, two mail room supervisors, and 22 clerical and stenographic staff.

The Branch co-ordinates the following departmental support services: district offices, purchasing, inventory control, supply, printing, mail, accommodation, distribution and transportation services.

The space expansion program is progressing and within three to six months the remaining 11 Branches involved should all be relocated.

District Offices

The district office organization operates under the authority of the Deputy Minister and under the general direction of the Executive Director of Administrative Services.

Department of Labour district offices have been located in the following cities : Ottawa, London, Hamilton, Windsor, Port Arthur, Kitchener, Kingston, Sault Ste. Marie, Peterborough, Sudbury and Barrie.

The current organization of the district offices consists of four supervisors and 26 clerks and stenographers.

The unit provides complete office and clerical services to those inspection and counselling personnel employed in the field and, on request, supplies information of a non-technical nature to the public.

To meet the requirements of the Department's growing field operations it is obvious that it will be necessary to continue the steady expansion of the district office organization.

Personnel Branch
Director
N.E. Mayne

The turnover trend in the clerical series, evident in the last fiscal year, continued throughout 1968-69 and recruitment of experienced typists and stenographers continued as the most pressing problem.

The situation has been relieved considerably through use of the Temporary Help Section established last year by the Department of Civil Service. Even so, it has become increasingly difficult to acquire the qualified clerical staff needed to fill the authorized complement.

Generally speaking, the situation with respect to field inspectors has improved. Salary revisions, together with a change in the economic picture in industry, combined to improve the quality of the candidates applying for technical vacancies offered by the Department.

The elevator inspector classification continued to be the exception. Competitions conducted for this trade were not productive. However, through prompt evaluation of individual applicants, the number of vacancies was reduced to three.

Heaviest recruitment of field officers during the fiscal year involved the Human Rights Commission (5), Industrial Training Branch (13), Industrial Safety Branch (9), Boiler Inspection Branch (12) and Employment Standards Branch (8).

Toward the end of the period the Branch co-operated with appointed members of the Department of Civil Service and other departmental personnel officers to evaluate and assess the extent to which community college graduates could be employed in the Public Service. It is anticipated that suitably trained individuals from this source can be employed in at least two classifications.

The Department complement was increased by 75 positions during the period under review.

Training

The Training Officer's activities were concentrated on in-service staff development and in the field of employee counselling. While the aim of the counselling program has been and will continue to be aimed at solving the problems of employees whose work performance is not satisfactory, a great deal of effort has also been placed on vocational counselling and guiding civil servants towards reasonable career patterns.

In-service staff development courses have been largely in the area of communications skills. The Department has continued to participate in programs conducted by the Department of Civil Service as well as outside universities and community colleges.

Approximately \$15,000 (compared to \$10,000 in 1967-68) was spent to assist employees attending outside courses of study.

A training committee, comprising the Executive Director of Administrative Services, the Executive Director of Manpower Services, the Executive Director of Safety and

Technical Services and the Training Officer has continued to provide guidelines for Departmental staff development policy.

Job Classification

During the year the job classification section was involved in the updating and revision of existing specifications as well as two major reorganizations. The Ontario Human Rights Commission was reorganized to accommodate their new regional concept, and new classes for human rights officers were established. The Labour Standards Branch was reorganized as the Employment Standards Branch in accordance with the revised legislation and this resulted in a number of new classes.

In addition, the necessary preparatory work was completed for the renumbering of the whole Department more properly to reflect the current divisional organizations. During the period, 169 position specifications were classified.





Ontario Human Rights Commission

Director
Dr. D.G. Hill

The Ontario Human Rights Code, which came into effect in June, 1962, with subsequent amendments, is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. Designed to give basic protection to all from discrimination in employment, housing, public accommodation and publication, the Code is specifically committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, colour, nationality, ancestry or place of origin. In this, the legislation is in harmony with the United Nations Universal Declaration of Human Rights.

The Age Discrimination Act, which came into effect in 1966, is designed to protect the worker between the ages of 40 and 65 from being excluded from the labour market solely because of his age.

The Ontario Human Rights Commission is responsible for the administration of the Code and the Act and for furthering their objectives by means of education, research and conciliation. The Commission consists of a chairman and five other members. The permanent administrative staff is composed of a director and 15 human rights officers. The Commission also operates three regional offices, one based in Windsor to serve South-Western Ontario; one based in Port Arthur to serve Northern Ontario; and the third, opened during this fiscal year, in Ottawa to serve Eastern Ontario.

Deputations are received from organizations and individuals interested in questions of human rights. All complaints of infractions of the Code are dealt with through investigation, conciliation, boards of inquiry and, if necessary, prosecution.

The prescribed duties of human rights officers are indicative of the methods promoted by the Commission. As conciliators, they investigate formal complaints of discrimination and use persuasion to bring about compliance with the Code and the Act. On occasion, they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour, business and welfare groups in planning such activities as conferences and seminars, delivering speeches, and taking part in private and public discussions in order to overcome prejudice and discrimination.

Conciliation Statistics

The number of formal cases investigated by the Commission during the fiscal year decreased by approximately 23 per cent from the 1967-68 figure. This may be due in part to the transfer of the fair remuneration for women legislation to the Employment Standards Branch. Leaving out the number of cases concerning equal pay from the 1967-68 figure, the number of formal cases investigated during 1968-69 increased by 9 per cent. Four hundred and twelve new cases were investigated, together with 80 brought forward from the previous fiscal year. This increases to 1,511 the number of formal complaints processed in seven years.

An additional 99 informal complaints of discrimination involving situations not covered by present legislation were handled, bringing the total number of investigations to 511. The figure for the previous fiscal year was 669.

Fair Employment

The Commission processed 219 formal charges in employment, 53 of which dealt with discriminatory application forms or inquiries and 11 with discriminatory advertising. Most businesses continued to co-operate in correcting their forms as well as giving the Commission assurances of future compliance with the Code. Of the 155 other cases in which the complainants charged that they were refused employment or otherwise discriminated against, 43 were settled, 82 were dismissed and 36 were carried over into the next fiscal year.

Twenty-six cases were taken to boards of inquiry, where hearings were conducted to inquire into complaints which could not be settled effectively at more informal levels.

Fifty new complaints were brought to the Commission under The Age Discrimination Act. This was an increase over the previous fiscal year's figure of 38.

Fair Remuneration

Seven complaints were received from female employees pertaining to Section 5 of the Code, the section generally referred to as "equal pay". This represents a drop from 165 complaints received in the previous year. As noted above, the decrease is due to the fact that this section of the Code was deleted and incorporated into the revised Employment Standards Act.

One of these complaints was heard at a Board of Inquiry, one was settled and five were dismissed.

Fair Accommodation

Thirty-four complaints were investigated under this section of the Code regarding services, accommodation or facilities to which the public is customarily admitted. Fifteen cases were settled through the process of conciliation, 14 were dismissed and six were continued into the next fiscal year. Boards of Inquiry were appointed to conduct hearings into seven cases. One of these was resolved in favour of the complainant by Ministerial Order.

Equal Rights in Housing

Ninety-six complaints were received in which the complainants charged that they had been denied occupancy of a dwelling or discriminated against in term or condition of occupancy because of their race, creed or colour. Forty-five cases were settled when the owners offered accommodations to the complainants and undertook other acts of good faith. Twenty-five cases were dismissed and 25 were carried over into the next fiscal year. Boards of Inquiry were appointed to inquire into 16 of these cases and one of these was satisfactorily resolved by Ministerial Order.

The Commission also handled 7,148 miscellaneous complaints during the fiscal year – an increase of 165 per cent over the number handled in this category during the previous year.

As one of the major functions of the Commission, the education program continued to involve a wide range of activities.

The year 1968 had been designated International Year for Human Rights by the United Nations in commemoration of the 20th anniversary of the signing of The Universal Declaration of Human Rights. Several projects which had been embarked upon in the early part of 1968 to honour the occasion were continued throughout the fiscal year.

The Commission continued to co-operate with and helped to staff the Ontario Committee for Human Rights, a body established to co-ordinate the activities of Ontario organizations in conjunction with the International Year. The Committee was composed of representatives of 30 religious, labour, educational, government and social agencies and was in communication with some 800 organizations and institutions in the Province. A one-day conference was sponsored by the Committee in October at the University of Toronto. The discussions centred around the question of whether or not Ontario needed an ombudsman.

Projects

Another project established especially for International Year for Human Rights was the Windsor Advisory Committee on Employment. The Committee was appointed by the Minister of Labour to advise the Department and the Commission on the employment situation as it affected ethnic, religious and racial groups in Windsor, including the following aspects: employment opportunities for minority groups; obstacles which impede employment opportunities for minority groups; ways in which these obstacles might be removed.

The Committee was composed of leading citizens of Windsor, representing many segments of the community. During the fiscal year, it received briefs from delegations representing ethnic organizations in Windsor as well as from government officials and the trade union movement. By the end of the fiscal year, the Committee had concluded its proceedings and was preparing its report, which it planned to present to the Minister of Labour in May, 1969.

Also undertaken in honour of International Year for Human Rights was a project which started before the beginning of the fiscal year, but carried on throughout it. This was the two-year study of social studies textbooks used in Ontario schools and was undertaken in co-sponsorship with the Curriculum Department of the Ontario Institute for Studies in Education. The purpose of the study is to examine the textbooks in order to judge the adequacy and fairness with which Ontario school textbooks deal with the contribution of ethnic groups to Canada's development and culture.

Another special International Year project was the placing of transit cards in subway cars, buses and streetcars throughout Metropolitan Toronto. The cards, carried for a three-month period, were designed to encourage organizations to observe International Year for Human Rights and to alert them to the work of the Commission. Response to the project led to an increase in telephone requests for literature from people who said they had learned about the Commission from the cards.

Conferences

To mark the culmination of the International Year's activities, a National Conference on Human Rights was held in Ottawa in December. Ontario's delegation, including officials from the Ontario Human Rights Commission, the Ontario Department of Labour and the Ontario Department of the Attorney-General, was headed by the Minister of Labour, the Deputy Minister, who is also Secretary of the Commission, and the Director.

The Province sponsored one of the conference luncheons, which was chaired by the Minister of Labour. The speaker was the Hon. J.C. McRuer, Chairman of Ontario's Royal Commission of Inquiry into Civil Rights. The Commission's Director acted as chairman for the seminar on "Human Rights Commissions (Provincial and Federal)" for which he prepared a background paper. A new display was prepared especially for the occasion.

A major decision was made by the conference to establish an on-going national human rights body to be known as the Canadian Council for Human Rights. This decision was supported by the Ontario delegation, which expressed the view that an important function of such a body would be to receive reports from government human rights commissions and agencies administering human rights legislation regarding their progress and work. During the remainder of the fiscal year, the new Council began to organize itself and the Commission remained in very close contact with it, offering assistance as required.

The Commission participated in the Second Canadian Conference of Administrators of Human Rights Legislation, held in Alberta in May (Ontario organized and hosted the first conference in the spring of 1966). Representatives from most of the provinces and the Federal Government met to discuss their respective human rights legislation and programs and to consider mutual problems. The Commission was responsible for one session of the conference and presented papers on the subject of "The Extent of Legislation in the Areas of Age, Equal Pay, Private Dwellings and Commercial Space". In addition, a special report was prepared on the Commission's educational program and distributed to delegates.

In May, the Director represented Ontario at the United Nations International Conference on Human Rights in Teheran, Iran. Afterwards, he met with officials of the Race Relations Board in the United Kingdom.



During May, a major project was carried out by the Commission in the downtown area of Toronto where there are large numbers of Portuguese, Italian and Negro residents. This was a teen-age conference which was held at University Settlement and involved teen-agers from six settlement houses and church social centres in the area. At the request of the teen-agers who were on the planning committee, the conference dealt with various aspects of employment – human rights, on-the-job training, guidance and career counselling, careers for girls. Resource persons included staff members of the Commission, the Industrial Training Branch and the Women's Bureau.

Approximately 100 teen-agers attended the conference.

A meeting was held at the International Students' Centre, University of Toronto, in September to discuss the Commission's role in relation to overseas students, particularly in the area of housing.

Another important meeting was held in February with representatives of the Indian, Pakistani and Ceylonese communities in Toronto. The meeting was co-sponsored by the Commission in co-operation with the Indian Canada Association, the Friends of India Association and the Indian Immigrants Aid Society to discuss problems which some of the Asian immigrants are having in Canada.

Commission staff conducted a two-day seminar for members of the Ontario Division of the Canadian Union of Public Employees at a conference held in London in March. The seminar included discussion groups based on a series of case studies developed out of complaints involving unions, and general discussion on the subject of union involvement in human rights.

The Commission continued to work closely with the native Indians in the Province and an intensive program of visits was undertaken throughout Northern Ontario. Commission officers in the north have met with members of the Indian community, educators, clergy, government officials, union leaders and social service workers. The objectives of the visits were to establish contact with the communities and to acquaint Indian people with the human rights legislation and the services of the northern regional office.

Approximately 50 meetings were held with Indian groups during the year. The Commission is seeking to co-ordinate its work with Indian communities with the Manpower Services Division of the Department of Labour, particularly the Athletics Commission, the Employment Standards Branch and the Industrial Training Branch.

The new regional office based in Ottawa to serve Eastern Ontario concentrated on establishing contacts with community groups, social agencies and human rights organizations in Ottawa, Cornwall, Kingston and other centres. Emphasis was on acquainting these bodies with the new office and exploring ways in which they and the Commission might co-operate in human rights programs.

The Commission continued its regular educational activities throughout the year. Staff members were guest speakers at 98 meetings held throughout the Province and participated in ten radio and television broadcasts. Commission members and staff attended some 34 conferences of organizations representing religious institutions, ethnic groups, labour and business groups, social and community agencies.

Displays and Exhibits

The program of displays and exhibits was also continued and the Commission participated in exhibits on 25 occasions. Special exhibits were set up with the assistance of the Information Services Branch at a number of conventions and trade shows, including the Canadian National Exhibition. The Commission also participated in the Festival of Community Services sponsored by the Social Planning Council of Metropolitan Toronto by setting up displays in the three locations arranged for the occasion. A special exhibit, in English and French, was prepared for the National Conference on Human Rights in Ottawa in December. Also, the Commission prepared a new poster on the theme of the International Year for Human Rights which it used as part of its portable display.

Almost 4,600 requests for information and literature were received from schools, churches, labour organizations, women's groups, social agencies, business firms, government officials and others. Approximately 227,000 pieces of literature were distributed in addition to the regular mailings of *Human Relations* and *Special Announcements*.

The Ontario Association of Real Estate Boards requested 2,500 copies of The Declaration of Fair Housing Practices, which it signed with the Commission in 1966, and distributed these to its members across the Province.

Two films were purchased during the year: "Encounter at Kwacha House", a National Film Board production dealing with Negroes in Halifax; and "A Morning for Jimmy", produced by the Anti-Defamation League of B'nai B'rith and concerned with employment opportunities for Negro youth.

The Commission's specialized human rights library continued to grow and was increasingly used during the year by university faculty and students as well as by writers and program organizers. A number of people have used the library who are planning human rights programs in their organizations and, for these people, a kit of program material from a number of sources has been prepared.

Survey of Downtown Toronto

An important survey was conducted for the Commission during the fiscal year into community tensions and conflicts

among youths of different ethnic and racial backgrounds in the area of the city of Toronto bounded by St. Clair Avenue West, the Lakefront, Yonge Street and Dovercourt Road.

The study involved interviews with some 30 social workers, police officers, priests, probation officers, community centre directors and others familiar with problems in the area as well as direct observations of the youth of the neighbourhood in dance halls, pool halls, restaurants, corner stores, street corners and other places where the young people assemble. The results of the survey were contained in a special report to the Commission which is summarized in the first issue of *Human Relations* published early in the next fiscal year.

Downtown Toronto Program Planned

As a result of the findings of tensions and grievances among the racial and ethnic minorities in downtown Toronto, plans were underway at the end of the fiscal year to open an experimental "store-front" office in downtown Toronto on College Street near Spadina, an area heavily populated by immigrants from Europe and Negroes from the Maritimes and the West Indies. The program will be co-ordinated with the Manpower Services Division of the Department of Labour.

Age Discrimination Act Division

Based on the concept of merit employment, The Age Discrimination Act, passed in 1966, provides that no employer or person acting on his behalf shall discriminate in employment matters against persons between 40 and 65 years of age.

The primary objective of the Act is to ensure that able and qualified older workers are afforded equal opportunities to seek and secure gainful employment on the basis of their individual abilities to perform the job. The Act recognizes that health, mental and physical capacities, work attitudes and job performance are individual traits at any age and that chronological age alone is a poor indicator of working ability.

During the Fiscal year, The Age Discrimination Act Division received 50 formal complaints. In addition, 19 informal complaints and 380 miscellaneous inquiries were received, bringing the total new case load to 449.

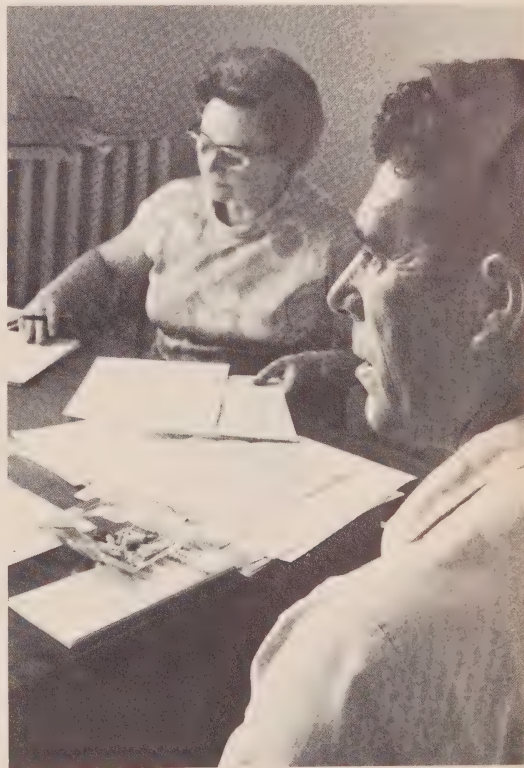
One Board of Inquiry was held and resulted, as part of the settlement agreement, in the payment of \$461.55 to the complainant in compensation for wages lost as a result of the discriminatory action taken against her.

Effective September 1, 1968, The Age Discrimination Act was amended to prohibit the use, directly or indirectly, of discriminatory age specifications in employment advertising. To make the public aware of this new provision, a number of letter surveys were undertaken. All Ontario newspapers were contacted in September, 3,000 employers in October, all employment placement agencies in December and 300 voluntary social agencies in February.

The response to all these mailings was overwhelmingly favourable and the Commission was able to effect a marked reduction in the number of illegal advertisements appearing in the Press through this educational approach.

During the fall of 1968 a document, "Guidelines to Interpretation", was drawn up to assist employers in their advertising procedures. The Canadian Manufacturers' Association, in the October 30, 1968 edition of its *Ontario Division News*, reprinted this in full (this newsletter was circulated to the 4,000 members of the CMA). Later, the document was expanded by the Commission into a brochure entitled *Guidelines for Employers on the Provisions of The Age Discrimination Act* which was ready for printing by the end of the fiscal year.

The Division's educational program also involved the delivery of nine speeches by staff persons, participation in 16 conferences and meetings and numerous community consultations. A total of 36,000 pieces of literature relating to The Age Discrimination Act was distributed during the year.





Executive Director D.F. Jones

Established in 1962, the Labour Safety Council originally consisted of seven members. It was expanded in 1966 to consist of seven members each from labour and management, plus an impartial chairman. In the current fiscal year the membership was further expanded to include the Executive Director of Safety and Technical Services of the Department of Labour and the Executive Director of the Labour Safety Council.

At that time a new chairman was appointed, who fills the dual role of Chairman of the Labour Safety Council and Senior Technical Consultant to the Department of Labour. The Consultant also serves the Department by representing it on various provincial, national and international committees dealing with codes and standards for the control of occupational hazards.

Since its expansion, the Council has undertaken a continuous review of accident-prevention programs and the underlying causes of accidents. This resulted in two reports by Mrs. Jean Surry, of the University of Toronto, which have received world acclaim, the first being "Industrial Accident Research — A Human Engineering Appraisal" and the second, "An Annotated Bibliography of Industrial Accident Research".

Studies Undertaken

A study of accident statistics undertaken by the University of Waterloo and sponsored by the Council resulted in seven reports drawing attention to weaknesses in the present statistics and recommending improved methods of collection. These reports have been turned over to the Department of Labour's Systems and Automatic Data Processing Branch for further study.

An outgrowth of the Waterloo study has been an improvement in the accident reporting capability of the Department of Labour's Industrial Safety Branch. Information from the Waterloo study is also being examined by a committee of the Canadian Association of Administrators of Labour Legislation.

An extensive brief on construction safety prepared jointly by the Construction Safety Association of Ontario and representatives of the labour movement was carefully examined by the Council, resulting in recommendations to the Minister for amendments to the Construction Safety regulations.

The possibility of involving psychologists, human factor engineers and other behavioural scientists in the Ontario safety movement was examined in a report to the Council by Dr. Earle S. Hannaford, of Troy, New Hampshire, and action is being taken to implement the recommendations of the report.

A study of methods of manual lifting and handling as related to the cause of back injuries has commenced at the University of Toronto under the guidance of Dr. John

Brown in the hope that it will lead to new recommendations for manual lifting and handling, incorporating modern knowledge to reduce the number and severity of back injuries in industry.

Information Service

A Safety Information Service is now available at the Labour Safety Council, including a comprehensive safety library. The purpose of this service is to act as a central source of safety information, to refer people to the best source available, and to provide safety information which is not readily available from other sources.

The publication *Safety in Ontario*, which attempts to list the many sources of safety information in the Province and provide a resume of the activities of the various agencies, has been in great demand and it is expected that a third edition will be necessary in the coming year.



Research Branch

Director
J.R. Kinley

The Research Branch's role is to assist in the administration and evaluation of the Department's legislation and programs by providing analytical services. To accomplish this, the Branch operates two libraries and employs a group of approximately 25 research personnel, of whom a third hold advanced degrees in economics, statistics, or related areas.

Most of the work done during the fiscal year took the form of data collection, analysis and report writing. In addition, some members of the staff were heavily involved in providing information services, both within and outside the Department, and the more senior people in consultative activities relating to program and policy development. Largely due to an improved staff situation, the Branch's output was greater than in any of its previous three years of existence. This situation also resulted in better communication with the operating branches, two of which made their first extensive use of the research facilities.

Throughout its history, the Branch's orientation towards servicing the Department's programs has presented it with specialized data problems. During the fiscal year, this situation resulted in a marked shift in the work load to accumulation of original data necessary to the studies and reports the Branch was required to produce. The change was manifest in extensive survey activity, better organized collection of documents, major efforts to influence the output of other agencies producing statistics, and in fuller exploitation of internal sources of information (administrative records). These developments have improved the quality of the Branch's output.

The work mentioned in the preceding paragraph increased rather than lessened the analytical capability of the Branch. Most reports of this type were based on the data described, and were primarily directed at administrative problems or program evaluation. To the extent that the product of either the statistical or analytical work was judged to be of general interest, it has been made available to the public.

The Libraries

Both the main and collective agreements libraries increased their service to the Department and other users during the fiscal year. This was accomplished through expansion of their holdings and the developments of better work procedures.

During the fiscal year, the main library concentrated on removing the last vestiges of its role as a storage facility and became a strong current collection. Its present policy on collecting and holding material is based on two considerations, namely that the major needs of the Labour Department be served and that peripheral material will not be held if it is available elsewhere in Toronto. These policies have served to make the library a facility to which anyone in the Department and, in increasing numbers members of the public, turn for assistance in locating information.

Departmental geography required the library to establish two satellite collections, one in the Industrial Training

Branch and the other in the Technical Services Division. The staffs of the satellites are under the supervision of the librarian and their holdings consist mainly of handbooks, manuals and codes, but they may include any type of publication pertaining to the subject area in question. The material in both satellites is catalogued in the main library, at 8 York Street.

The cataloguing backlog in the main library was eliminated during the fiscal year, but at the end of it a substantial amount remained to be done in the satellites. This accomplishment, along with the acquisition of a number of major indexes, will ensure that the library can provide a high quality service in the minimum amount of time.

Among the indexes that are available, some of the most important ones are: The Business Periodicals Index; The Monthly Check List of State Publications; the acquisition lists of the US Department of Labor and AFL-CIO libraries; the American Economic Association's Index of Economic Journals; and the nine-volume printed catalogue of the New York State School of Industrial and Labor Relations at Cornell University. The latter item is probably the most important index in the subject area on the continent.

The collective agreements library specializes in the documents identified by its name and, to a lesser extent, in others pertaining to union-management relations. At the end of the fiscal year, there were about 8,000 current contracts on file. Of these, approximately 3,000 were drawn from the construction industry and 5,000 from other industries. Although a substantial number of new agreements were acquired weekly, the total number of current contracts on file remained almost constant during the year because of changes in bargaining structures, the lapse of bargaining situations and the elimination of some duplication of files. During the fiscal year 5,276 agreements were received in the library. Of these 1,318 had not been on file before, 2,829 were renewals, and 1,129 were duplicates.

An agreement status index became fully operational during the year. This index shows the actual bargaining situation for every agreement in the library, and indicates to the library staff when it should attempt to obtain a renewal or first agreement and how best to achieve that objective.

During the fiscal year 6,222 agreements were charged out to 1,228 borrowers. A large majority of the latter were members of the Department's staff, but the public was also well represented. As a result, the library has become a major research resource for answering questions that arise on the day-to-day activities of the Conciliation Branch, the Labour Relations Board, in the preparation of statistical reports on wage rates and working conditions, and in preparation for contract bargaining.

Information Service

Both the library and research personnel are actively involved in information service to persons from both within and outside the Department. This work entails extensive conversations and interviews, and preparation of memoranda on a wide range of topics. The burden of the service falls unevenly on staff members; for some, it takes up a major portion of their working time, and for others, very little. During the year, much of this work has been concentrated in the hands of a few specially qualified people, but due to the nature of the requests received it will always form part of the work of every member of the Branch's staff.

Information service within the Department is directed particularly to the Conciliation Branch and the Labour Relations Board. Their requests frequently involve analysis of one or several related clauses of a number of collective agreements and, on some occasions, much more complex problems are posed. Service to the Board continued on approximately the same level as in past years, but there was a marked increase in that to the Conciliation Branch. For the former, the work is mainly concerned with supplying Board officers with information pertaining to the determination of bargaining units. Statistical records are kept on several aspects of the Board's work, and these are prepared for publication in various documents.

Information requests from other sources within the Department are more varied in nature. The greatest volume of these come from the Minister and Deputy Minister and constitute a substantial portion of the Branch's work load.

Surveys and Studies

The major outputs of Research Branch personnel are data and reports that supply information necessary to the administration or evaluation of a program. As already indicated, much of this activity during the fiscal year took the form of survey work and document collection, but an even greater part was concerned with analysis of the results of the data obtained. The major projects that were in progress during the year are discussed briefly below. On several of these, work was completed, and on others it was only well under way or just beginning as the year ended.

Efforts to develop information on wages and working conditions in Ontario resulted in a variety of published and unpublished documents. One of the principal of these was a pamphlet entitled *Wages, Hours and Overtime Pay Provisions in Selected Industries, Ontario, 1967*, which reported on a survey conducted late in 1967 among 5,500 establishments. The information was required within the Department primarily for the administration of the minimum wage program; it was used as a basis for the decisions that raised the general minimum wage in the Province to \$1.30 per hour, and other revisions in legislated labour standards, including the requirement that a premium rate be paid after 48 hours of work in a week. The material was published to

provide a permanent record of the data used in making these decisions and to make it readily available to persons outside the Government.

This survey was an expression of the continuing need for wage data in the Labour Department. To avoid survey duplication and unnecessary cost, the Research Branch has entered into extensive negotiations and co-operative arrangements with the Federal Department of Labour to co-ordinate wage survey activities. During the fiscal year, a pilot study was designed to determine whether or not the Canada Department's annual survey of wages and hours could be modified to serve Ontario's needs without impairing its effectiveness for meeting its traditional objectives. Preliminary information available at the end of the fiscal year indicated that further experimentation was desirable.

Another approach to providing information on wages and working conditions was through the analysis of collective agreements. All union contracts in hospitals in Ontario were analyzed during the fiscal year with respect to both wage rates and other working conditions generally covered by labour contracts. The wage-rate portion of the study was revised twice during 1968-69 in response to the strong demand from unions, hospital management and arbitrators. In addition, 234 major construction agreements were analyzed and the results of the analysis published. Wage-rate data in this report is set out by occupation, type of construction and locality. The report has been well accepted by both unions and management, and supplies information needed by officers of the Labour Relations Board and the Employment Standards and Industrial Training Branches of the Department.

A system of coding the collective agreement files maintained by the Branch was prepared. As the year ended, the first application of the code to the agreements of a particular industry was in progress. The coding activity was undertaken in order to make the information contained in agreements more readily available to all interested users.

In addition, co-operation was extended to the Canada Department of Labour in conducting its annual survey of working conditions. The activity involves the Research Branch in soliciting the co-operation of companies in this survey.

Labour Relations

The second major area of activity of the Research staff was the production of information on labour relations developments. A report showing the number of collective agreements expiring during 1969 was produced from information extracted from the collective agreements library records. The report describes the volume of bargaining activity likely to occur in a calendar year and analyzes the data it contains by industry, month, union, economic region and bargaining unit, and shows the numbers of employees that

would be involved in negotiations. The document is an aid to planning the work of the Conciliation Branch, and gives senior Department officials and the public information on the labour relations outlook.

Information was collected and analyzed on a wide range of labour relations topics, including bargaining issues, settlements, bargaining structures, findings of commissions, developing areas of union concern and government action. The information obtained was mainly used in the preparation of memoranda for persons making specific enquiries and providing information to senior officials of the Department. In this area as well, efforts have been made to co-ordinate the Research activities in the Ontario Labour Department with those of the Canada Department of Labour and the product of this effort should become apparent during the next fiscal year.

Two papers were prepared that have a bearing on labour relations developments. One of these, dealing with wage parity, focused attention on the use of productivity data as a justification for parity in wage rates between different industries and regions. In particular, it pointed out some of the pitfalls to be guarded against. The second paper dealt with the prevalence and role of independent local unions in Ontario.

Program Evaluation

Most of the remaining work of the Research Branch had to do with some form of program evaluation, but only a few of the projects in this area are mentioned. In every instance, they were concerned with the need for a particular piece of legislation or with the training, labour standards or safety program developed to implement existing legislation.

Three major studies were undertaken concerning minimum wages. One of these already referred to was the development of material designed to indicate what level of minimum wage would be of most benefit to the lower-paid workers in the Province, and to suggest what other changes in labour standards legislation could be extended to workers generally, without unduly increasing employment costs.

A second project to measure the effects of the minimum wage change on other wage rates, wage structures, employment, prices, product lines and other variables was designed and partially carried out. This impact study looks at five different manufacturing industries, and when the work is completed late in 1970 it should provide, for the first time in Ontario, objective information on the consequences of legislated wage changes. Finally, some need has been felt for the extension of labour standards, particularly minimum wages, to the agricultural industry. A series of memoranda were prepared on the problems of undertaking such a program and a major survey was designed to form the basis for decisions in this area.

Two studies relating to particular occupations were undertaken, one referring to stationary engineers and the other to barbers. Each of these studies required a survey of

individuals, and resulted in the compilation of information on industry structure and working conditions to be used by the Industrial Training and Employment Standards Branches.

In the area of safety, the work conducted during the year was concerned mainly with younger workers. Data were analyzed and discussions held with two groups of young workers drawn mainly from manufacturing industries, in efforts to determine what sorts of action the safety services of the Department need to take to improve accident records among these people. Also, first steps were taken towards determining the cost of industrial injuries and fatalities in Ontario.

Training Evaluation

Several studies attempted to evaluate aspects of apprenticeship or short-term training. Important among these is one that is concerned with the training effectiveness and requirements in the mechanical trades. The project involves research that goes far beyond the Branch itself, but much of it is being done by the Branch staff and co-ordination of the work rests with it. Another study in this area was an evaluation of 16 short-term industrial training programs, which attempts to relate their costs and benefits and presents some information on the trainee characteristics that made for success or failure. A principal objective of the project is to highlight the administrative data required for effective control of short-term training.

One of the most useful projects undertaken tested the efficiency of occupational English language training courses for immigrants. The report of this study made clear that language is only one of the factors that inhibit immigrants in qualifying to practise their trades in Ontario.

Apart from the work outlined, the Branch's staff made major contributions to the program of several committees and conferences by giving papers, participating in discussion, or assisting with program design. In every instance, this work had direct bearing on the interests of the Department. Important among these was work done on inter-departmental or inter-government committees concerned with the generation of labour market information, and with research on manpower and labour problems. Finally, senior staff members were continually involved in the design and organizational aspects of research undertaken for the Branch by other agencies.



Systems and ADP Branch

Director
W.H. Lehman

The initial complement for the Systems and ADP Branch within the Department of Labour was approved in July, 1966. However, detailed systems study did not commence until the latter part of that year because of initial accommodation, staffing and organization problems.

Since that time, the Branch has become increasingly involved in a number of areas within the Department. Systems study and design and implementation is proceeding according to plan. This often involves a combination of computer-based techniques and changes to the manual system of operation in a branch. In some cases it involves only minor changes, while in others it may result in a total revision of the operating methods in existence.

In addition to major systems study design and implementation in several Branches within the Department, considerable additional work has been carried in the following areas :

1. the formulation of standards and implementation of technological changes inherent in the Computer Services Centre ;
2. design and implementation of a number of filing systems to meet the needs of management ;
3. microfilm feasibility studies ;
4. organizational studies caused by systems redesign and procedural changes ;
5. field staff indoctrination for management ;
6. studying and planning for future ADP requirements for the Department ;
7. preparation of input, program analysis and programming for a number of research projects ;
8. technical education of staff.

Computer Time

Although there has been planned growth in activity and areas of responsibility, staff has remained at its previous level of an approved complement of 35 personnel, plus six casual coding clerks for initial conversion programs. Budget appropriations for the year were also within the originally planned estimates, although the estimated use of computer time was exceeded. The Department used approximately 800 hours of computer time, primarily at the Computer Services Centre, which provides a computer service for some eight to ten Government departments. Its present configuration consists of two IBM 360/40's with appropriate peripherals.

In addition, approximately 150 hours of machine accounting facilities were used throughout the year. Since this type of facility is not provided at the Computer Services Centre, it was necessary to make ad hoc arrangements with other sources. Primarily, the Government Accounts Branch of the Department of Treasury and Economics has provided this service.

Boiler Inspection Branch

The computer-based system for the Boiler Inspection Branch was first introduced in October, 1967. The master file covering all potential installation inspections of boilers, pressure vessels and refrigeration plants within the Province has remained fairly constant at between 29,000 and 30,000 installations.

This system is undergoing several changes. At present, a fairly major revision is taking place for the introduction of scheduled inspection procedures by district and area, to avoid excessive travel. Also, a more comprehensive follow-up system will be introduced to ensure that when boilers and pressure vessels are sold to ultimate owners they will be registered with the Branch. It is expected that this revision will become effective in late 1969.

Total input to the system involves some 4,000 to 4,500 documents per month, with a punch-card volume of some 16,000, which results in the production of inspection reports, invoices, certificates, statements and appropriate management reports.

Elevator Inspection Branch

The computer-based system for the Elevator Inspection Branch has been in operation since May, 1968. Apart from some minor changes which have been introduced with respect to the computer-produced inspection report and management controls, the system seems to be operating well.

Total volume of input documents for this Branch runs between 4,500 and 5,000 per month, with a card volume of some 8,500 to 9,000.

Industrial Training Branch

Eighty-five per cent of the systems design and implementation in this Branch has been completed. Because of the widely diversified areas and wide impact upon the public, systems study has been under way in this Branch for approximately two years. Phase 2, covering the creation of a master file for some 16,000 apprentices, will be introduced before the end of 1969.

The Renewal system for tradesmen's qualification certificates, covering some 100,000 tradesmen in nine trades, was introduced in the fall of 1968. Commencing with the renewal period in September-October, 1969 it is expected preparation will commence to have tradesmen's renewal certificates produced on a two-year basis, rather than annually and by birth date. It is expected that the cycle will be completed in the 1969-70 fiscal year.

The production of management reports covering the school loading of community colleges, training schedules and accountability records is in hand. Document input for this system at present runs at between 18,000 and 19,000 records per month, with a punch-card volume of some 50,000 to 60,000.

Industrial Safety Branch

A great deal of systems design has been completed in the Industrial Safety Branch, where work commenced approximately a year ago. Because of the volume and scope of this Branch, it is expected that implementation will be essentially in two major phases in the introduction of the new system.

One will cover the production of inspection reports for some 60,000 industrial installations within the Province on a pre-scheduled basis by district and type of industry, and the other will cover a more comprehensive accident statistic and reporting system. Conversion of the master file data will be completed before the end of 1969.

Arrangements have been completed with the Workmen's Compensation Board to ensure that all Lost Time Form 7 accident reports are received by the Branch, to enable a more complete coverage in the field of accident reporting than has previously been possible. It is expected that the complete system, at least initially, should be in operation by late 1970.

Research Branch

Assistance has been given, in so far as preparation of input, program analysis, programming and the development of computer applications is concerned, on a number of Research projects throughout the year. This activity is increasing as resources and circumstances permit.

Records Management Program

Since the installation of the Records Management Program throughout the Government, this Department has made considerable progress in obtaining approved records retention schedules, destroying out-dated documents and transferring others of a long-term storage nature, which do not require immediate access, to the Records Centre at Cooksville. To date, 23 schedules have been approved. A total number of records removed from prime office space to date amounts to some 6,072 cubic feet.

The next major study which will be undertaken will involve the Employment Standards Branch. It is expected that some work will commence in this area during the coming fiscal year. In addition, a complete review is at present being conducted by the Chief Accountant of accounting procedures developed in conjunction with automated operational procedures. It is anticipated some major systems redesign will be required towards development of centralized accounting controls.

The requirements for computer time during the present fiscal year has been estimated at some 1,100 hours, with an increase to approximately 1,600 hours anticipated for the 1970-71 era, plus the need for peripheral processing facilities.



Statistics for the fiscal year
ending March 31, 1969



| | | |
|---|--|----|
| Industrial Training Branch | | |
| Contracts of Apprenticeship in | | 28 |
| Trades with Regulations | | 28 |
| Contracts of Apprenticeship in | | 28 |
| Trades without Regulations | | 28 |
| Comparative Apprentice Registrations in | | 28 |
| Trades having Regulations | | |
| Comparative Apprentice Registrations in | | |
| Trades without Regulations | | |
| Progressive Achievement Tests | | |
| Summary Report of Examinations for | | |
| Certificates of Qualification | | |
| Certificates of Qualification issued | | |
| Licences issued to Private Trade Schools | | |
| 10 Short-Term Training Projects developed in Industry | | |
| Employment Standards Branch | | |
| Payroll Inspections and Collections | | |
| 12 Permits and Schedules | | |
| Court Cases | | |
| Employment Agencies | | |
| Office of the Athletics Commissioner | | |
| Statement of Revenue | | |
| Licences issued | | |
| Revenue received from Licences issued | | |
| Assistance to Amateur Sport | | |
| Industrial Safety Branch | | |
| Summary of Statistics | | |
| Number of Inspections by Industry | | |
| 19 Industrial Accidents by Cause, Industry, Sex | | |
| 21 Directions of Officers to Employers | | |
| Distribution of Employees in Industry | | |
| Construction Safety Branch | | |
| Summary of Inspectors' Reports: | | |
| Trench Excavators' Protection Act | | |
| Construction Safety Act | | |
| Inspections by Construction Safety Officers: | | |
| Trench Excavators' Protection Act | | |
| Construction Safety Act | | |
| Projects under Compressed Air | | |
| Inspection Summary | | |
| Elevator Inspection Branch | | |
| Report of Inspections | | |
| Accident Report | | |
| Drawings approved | | |
| Licences granted under | | |
| The Elevators and Lifts Act | | |
| Annual Registration of Contractors | | |
| Revenue earned | | |
| Boiler Inspection Branch | | |
| Inspections and Certificates | | 28 |
| Accidents and Explosions | | 28 |
| Revenue earned | | 28 |
| Inspectors Certificates of Competency | | 28 |
| Operating Engineers Branch | | |
| Certificates of Qualification | | 29 |
| Ontario Human Rights Commission | | |
| Summary of Complaints | | 30 |
| Ontario Labour Relations Board | | |
| Summary of Cases | | 31 |
| Applications and Complaints | | 31 |
| Results of Investigations | | 32 |
| Conciliation Services Branch | | |
| Applications for Conciliation Services | | 33 |

Industrial Training Branch

Report of Contracts of Apprenticeship in trades with regulations

| Trade | Active
Apprentices
April 1, 1968 | During Fiscal Year | | | Active
Apprentices
March 31, 1968 |
|--|--|--------------------|--------------|---------------|---|
| | | Registrations | Completions | Cancellations | |
| Building Trades | 7,079 | 2,330 | 1,076 | 523 | 7,810 |
| Bricklayer | 125 | 61 | 3 | 17 | 166 |
| Carpenter | 491 | 174 | 67 | 74 | 524 |
| Cement Mason | — | 31 | — | — | 31 |
| Electrician | 2,928 | 768 | 477 | 174 | 3,045 |
| Ironworker | 38 | 57 | — | 9 | 86 |
| Lather | 31 | 57 | — | 4 | 84 |
| Mason | 4 | — | — | 2 | 2 |
| Painter and Decorator | 55 | 36 | 2 | 15 | 74 |
| Plasterer | 17 | 13 | 2 | 2 | 26 |
| Plumber | 1,477 | 525 | 267 | 97 | 1,638 |
| Refrigeration | 229 | 66 | 25 | 18 | 252 |
| Sheet Metal | 1,122 | 382 | 167 | 75 | 1,262 |
| Steamfitter | 562 | 160 | 66 | 36 | 620 |
| Motor Vehicle Repairer | 4,892 | 2,128 | 1,016 | 670 | 5,334 |
| Branch "A" Mechanic | 4,164 | 1,795 | 778 | 545 | 4,636 |
| Branch "B" Body Repairer | 607 | 287 | 186 | 103 | 605 |
| Branch "C" Electrical and Fuel Systems | 40 | 14 | 14 | 9 | 31 |
| Branch "E" Painting | 81 | 32 | 38 | 13 | 62 |
| Service Trades | 1,467 | 1,066 | 401 | 360 | 1,772 |
| Barber | 190 | 92 | 48 | 43 | 191 |
| Chef | 260 | 124 | 37 | 57 | 290 |
| Dry Cleaner | 3 | 7 | 4 | — | 6 |
| Hairdresser | 950 | 753 | 307 | 250 | 1,146 |
| Radio and Television | 38 | 73 | 1 | 7 | 103 |
| Watch Repairer | 26 | 17 | 4 | 3 | 36 |
| Total | 13,438 | 5,524 | 2,493 | 1,553 | 14,916 |

Report of Contracts of Apprenticeship in trades without regulations

| Trade | Active
Apprentices
April 1, 1968 | During Fiscal Year | | | Active
Apprentices
March 31, 1968 |
|--------------------------|--|--------------------|-------------|---------------|---|
| | | Registrations | Completions | Cancellations | |
| Baker | 49 | 20 | 5 | 19 | 45 |
| Electrician, maintenance | | | | | |
| Plant | 163 | 59 | 53 | 17 | 155 |
| Power station | 20 | 26 | — | 2 | 44 |
| Industrial Mechanic | | | | | |
| Heavy duty equipment | 20 | 26 | 2 | 4 | 40 |
| Instrument repair | 46 | 13 | 5 | 5 | 69 |
| Millwright | 270 | 98 | 79 | 21 | 303 |
| Industrial Machinist | 493 | 162 | 114 | 74 | 467 |
| Pipe Fitter | 49 | 16 | 11 | 4 | 50 |
| Tool and Die Maker | 996 | 234 | 324 | 95 | 811 |
| Welder | 75 | 23 | 24 | 11 | 65 |
| Miscellaneous | 705 | 199 | 201 | 118 | 525 |
| Total | 2,886 | 876 | 818 | 370 | 2,574 |

Report of comparative apprentice registration
in trades having regulations

| Fiscal year
ending
March 31 | Registrations | Certificates
issued | Cancellations | Active
apprentices |
|-----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1960 | 2,280 | 910 | 497 | 6,800 |
| 1961 | 2,261 | 1,295 | 561 | 6,949 |
| 1962 | 2,332 | 1,442 | 730 | 6,923 |
| 1963 | 2,682 | 1,469 | 825 | 7,207 |
| 1964 | 3,241 | 1,316 | 738 | 8,309 |
| 1965 | 4,243 | 1,543 | 950 | 9,813 |
| 1966 | 4,174 | 1,565 | 1,662 | 10,613 |
| 1967 | 5,598 | 2,281 | 1,523 | 12,407 |
| 1968 | 5,315 | 2,738 | 1,546 | 13,438 |
| 1969 | 5,524 | 2,493 | 1,553 | 14,916 |
| Total | 64,590 | 30,007 | 16,801 | |

Report of comparative registrations in trades
without regulations

| Fiscal year
ending
March 31 | Registrations | Certificates
issued | Cancellations | Active
apprentices |
|-----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1960 | 158 | 139 | 35 | 523 |
| 1961 | 154 | 176 | 44 | 457 |
| 1962 | 220 | 156 | 68 | 453 |
| 1963 | 311 | 114 | 78 | 603 |
| 1964 | 486 | 154 | 65 | 870 |
| 1965 | 948 | 178 | 111 | 1,529 |
| 1966 | 838 | 355 | 169 | 1,841 |
| 1967 | 1,551 | 524 | 229 | 2,639 |
| 1968 | 1,136 | 594 | 295 | 2,886 |
| 1969 | 876 | 818 | 370 | 2,574 |
| Total | 8,348 | 3,988 | 1,786 | |

Progressive achievement tests

| Centre | Passed | Failed | Total | DNA * | Total | Total passed |
|------------------|--------------|------------|--------------|------------|--------------|--------------|
| Cornwall | 12 | 12 | 24 | 4 | 28 | 50% |
| Hamilton | 201 | 54 | 255 | 56 | 311 | 78% |
| Kenora | 3 | 0 | 3 | 0 | 3 | 100% |
| Kingston | 11 | 12 | 23 | 4 | 27 | 48% |
| Kitchener | 125 | 81 | 206 | 20 | 226 | 61% |
| London | 201 | 104 | 305 | 66 | 371 | 66% |
| Orillia | 81 | 27 | 108 | 34 | 142 | 75% |
| Ottawa | 76 | 66 | 142 | 51 | 193 | 55% |
| Pembroke | 15 | 14 | 29 | 4 | 33 | 52% |
| Peterborough | 46 | 11 | 57 | 10 | 67 | 81% |
| Port Arthur | 25 | 11 | 36 | 23 | 59 | 69% |
| St. Catharines | 112 | 46 | 158 | 2 | 160 | 71% |
| Sault Ste. Marie | 35 | 22 | 57 | 11 | 68 | 61% |
| Sudbury | 37 | 13 | 50 | 30 | 80 | 74% |
| Timmins | 17 | 10 | 27 | 9 | 36 | 63% |
| Toronto | 698 | 420 | 1,118 | 577 | 1,695 | 61% |
| Windsor | 158 | 72 | 230 | 92 | 322 | 69% |
| Total | 1,853 | 975 | 2,828 | 993 | 3,821 | 66% |

Did not appear for examination after initial processing.

Summary Report of Examinations for Certificates of Qualification

| Compulsory Trades | Examinations held | | Total | Apprentices | | Students | | Journeymen | |
|------------------------|-------------------|---------------|--------|--------------------------|------------------------|------------------------|----------------------|--------------------------|------------------------|
| | Toronto | Other Centres | | Passed | Failed | Passed | Failed | Passed | Failed |
| Electrician | 1,552 | 1,256 | 2,808 | Toronto 167
Other 240 | Toronto 39
Other 54 | | | Toronto 549
Other 359 | Toronto 79
Other 60 |
| Motor Vehicle Repairer | 1,945 | 1,746 | 3,691 | 407
330 | 93
187 | | | 908
521 | 1,401
90 |
| Plumber | 626 | 717 | 1,343 | 521
851 | 137
324 | | | 545
1,066 | 54
1,451 |
| Refrigeration | 116 | 73 | 189 | 93
141 | 13
18 | | | 239
230 | 28
32 |
| Sheet Metal | 530 | 508 | 1,038 | 234
73 | 31
7 | | | 469
241 | 60
20 |
| Steamfitter | 312 | 258 | 570 | 20
14 | 6
12 | | | 19
38 | 7
9 |
| Watch Repair | 55 | — | 55 | 34
73 | 18
7 | | | 474
241 | 38
20 |
| Barber | 344 | 146 | 490 | 88
161 | 8
15 | Toronto 29
Other 32 | Toronto 0
Other 2 | 229
92 | 4
7 |
| Hairdresser | 1,314 | 1,143 | 2,457 | 36
30 | 13
12 | 61
547 | 2
62 | 92
366 | 4
20 |
| Sub total | 6,794 | 5,847 | 12,641 | 66
3 | 25
0 | 1,143 | 104 | 574 | 27 |
| | | | | 0
3 | 0
0 | | | 0
18 | 3
3 |
| | | | | 41
13 | 4
0 | | | 229
92 | 4
7 |
| | | | | 54
203 | 4
29 | | | 92
366 | 4
20 |
| | | | | 315 | 51 | | | 208 | 6 |
| | | | | | | | | 574 | 27 |
| | | | | 2,125 | 561 | 1,204 | 106 | 4,045 | 4,601 |

| Voluntary and Non-Compulsory Trades | Examinations held | | | Apprentices | | | | Students | | Journeymen | |
|-------------------------------------|-------------------|---------------|--------|----------------------|-----------------------|--------|--------|-----------------------|--------|----------------------|--------|
| | Toronto | Other Centres | Total | Passed | Failed | Passed | Failed | Passed | Failed | Passed | Failed |
| Bricklayer | 9 | 27 | 36 | Toronto 0
Other 3 | Toronto 9
Other 24 | | | | | | |
| Carpenter | 23 | 41 | 64 | 3
18
35 | 33
5
6 | | | | | | |
| Chef | 31 | 60 | 91 | 53
22
23
45 | 11
1
9
10 | | | Toronto 6
Other 19 | | Toronto 2
Other 9 | |
| Painter and Decorator | 1 | 1 | 2 | | | | | 25
1
1
2 | | 11
0
0
0 | |
| Plant Electrician | — | 2 | 2 | 0
2
2
2 | 0
0
0
0 | | | | | | |
| Radio and Television | 71 | 106 | 177 | 2
1
3 | 0
0
0 | | | 46
71
117 | | 23
34
57 | |
| Sub totals | 135 | 237 | 372 | 106 | 54 | | | 144 | | 68 | |
| Grand total | 6,929 | 6,084 | 13,013 | 2,231 | 615 | 1,204 | 106 | 4,189 | | 4,668 | |

Inter-provincial exams attempted by journeymen—81

Red Seals issued—60:

Carpenter (1), Electrician (12, Motor Vehicle Repair (42),

Plumber (4), Refrigeration (1), Steamfitter (1).

Inter-provincial exams attempted by apprentices—2,439

Red Seals issued—886:

Carpenters (52), Electrician—Construction (238), Motor Vehicle

Repair "A" (271), Motor Vehicle Repair "B" (87), Plumber (222),

Air Conditioning and Refrigeration (11), Steamfitter/Pipefitter (5).

Certificates of Qualification issued

| Trade | After exam | Without exam | Renewals | Cancelled | Duplicate | Reciprocal | Totals |
|--------------------|------------|--------------|----------|-----------|-----------|------------|---------|
| Barber | 474 | 6 | 9,271 | 5 | 50 | 8 | 9,814 |
| Electrician | | | | | | | |
| Const/Maint. | 1,364 | 282 | 20,930 | 18 | 94 | 19 | 22,707 |
| Dom/Rural | 65 | 36 | 930 | 26* | 7 | — | 1,064 |
| Hairdresser | 1,220 | 10 | 23,201 | — | 515 | 63 | 25,009 |
| MVR | 1,982 | 37 | 37,360 | 6 | 436 | 13 | 39,834 |
| Plumber | 805 | 645 | 7,188 | 5* | 37 | 5 | 8,685 |
| Plumber (Wet Heat) | — | 8 | 481 | 30* | 3 | — | 522 |
| Refrigeration | 77 | 36 | 1,245 | — | 11 | — | 1,369 |
| Sheet Metal | 623 | 323 | 4,662 | 2 | 19 | 3 | 5,632 |
| Steamfitter | 260 | 251 | 4,716 | — | 19 | 3 | 5,249 |
| Watch Repairer | 25 | 20 | 1,366 | 1 | 1 | — | 1,413 |
| Totals | 6,895 | 1,654 | 111,350 | 93 | 1,192 | 114 | 121,298 |

Interim Certificates issued

| | | | | | | | |
|-------------|-----|--|--|-------|---|---|-------|
| Hairdresser | 706 | | | 430** | 6 | — | 1,142 |
|-------------|-----|--|--|-------|---|---|-------|

Voluntary Certificates issued

| | | | | | | | |
|----------------------|-----|-----|--|--|---|--|-------|
| Cement Mason | — | 69 | | | | | 69 |
| Chef | 66 | 166 | | | 1 | | 233 |
| Dry Cleaner | 18 | — | | | 2 | | 20 |
| Lather | 10 | 197 | | | | | 207 |
| Radio and Television | 121 | 424 | | | | | 545 |
| Total | 215 | 856 | | | 3 | | 1,074 |

*Cancelled for reissue in a related trade

*Cancelled for issue of a certificate of qualification

Licences issued to Private Trade Schools
during the year ending December 31, 1968

| Trade | Ownership Transferred | Renewed | In force
December 31, 1968 |
|-------------|-----------------------|---------|-------------------------------|
| Barber | 1 | 3 | 3 |
| | | | Pending (Ottawa) 1 |
| Hairdresser | 2 | 23 | 23 |
| Total | 3 | 26 | 27 |

Report on Short-Term Training Projects
Developed in Industry

| Occupation | Firms
Involved | Entered training | | Graduates | |
|-----------------------------------|-------------------|------------------|---------|-----------|---------|
| | | Males | Females | Males | Females |
| Aerial Crane Manufacturing | 1 | — | — | 2 | — |
| Aircraft-Assemblers Fitters | 5 | 40 | — | 28 | — |
| Aluminum Foil Manufacturing | 2 | 47 | — | 6 | — |
| Auto Parts/Accessories Assemblers | 5 | 192 | 93 | 173 | 40 |
| Boat/Shipbuilders | 4 | 63 | — | 89 | — |
| Business Form/Machine Operators | 1 | 12 | — | 5 | 8 |
| Business Machine Service | 2 | 98 | — | 50 | — |
| Cas Manufacturing | 1 | 10 | — | 6 | 1 |
| Cheese Making | 1 | 17 | — | 14 | — |
| Chemical Workers | 4 | 185 | — | 87 | — |
| Cold Header Workers | 1 | 3 | — | 5 | — |
| Cordage Manufacturing | 1 | 32 | — | 9 | — |
| Data Processing Machines | 1 | 6 | 1 | 16 | — |
| Diamond Drillers | 5 | 114 | — | 59 | — |
| Dry Cleaning Equipment Mfg. | 1 | 7 | — | — | — |
| Electric Cable Winders | 1 | 1 | 34 | 1 | 20 |
| Electric Motor Sales and Service | 1 | 8 | 1 | — | — |
| Electrical Manufacturing | 1 | 52 | 17 | 38 | 16 |
| Electricians (Vehicle) | 1 | 44 | — | 32 | — |
| Electronics | 5 | 109 | 153 | 67 | 104 |
| Embroidery (S.M.O.) | 1 | — | 9 | — | 9 |
| Engineering | 1 | 12 | — | 12 | — |
| Engraving | 1 | 7 | 3 | 4 | 2 |
| Envelopes, Stationery | 2 | 19 | — | 10 | — |
| Fish Processors | 1 | 16 | 1 | 16 | 1 |
| Flight Equipment Manufacturing | 1 | 7 | — | 7 | — |
| Florist | 1 | 6 | 3 | 5 | 3 |
| Foundry | 2 | 15 | — | 6 | — |
| Furnace Manufacturing | 1 | 7 | — | 6 | — |
| Furniture | 7 | 239 | 59 | 184 | 55 |
| Garments | 20 | 2 | 773 | 1 | 287 |
| Glassworkers | 3 | 210 | 70 | 319 | 69 |
| Glove Manufacturing | 1 | — | 5 | — | — |
| Heavy Duty Equipment | 6 | 249 | — | 261 | — |
| Home Improvements | 1 | 2 | — | — | — |
| Hydro | 1 | 72 | — | 70 | — |
| Machine Operators | 1 | 6 | — | 6 | — |
| Machine Tool and Die | 2 | 10 | — | — | — |
| Maintenance Mechanics | 1 | 38 | — | 20 | — |
| Marine Equipment | 1 | 3 | — | — | — |
| Meat Cutters and Processors | 1 | 67 | — | 18 | — |
| Metal Fabricators | 4 | 40 | — | 17 | — |
| Mining | 13 | 843 | — | 521 | — |
| Mobile Homes | 1 | 4 | — | 2 | — |
| Motor Rebuilders | 1 | 2 | — | — | — |
| Nylon Synthetics | 1 | 12 | 8 | 28 | 17 |

Continued

| Occupation | Firms
Involved | Entered training | | Graduates | |
|---------------------------------|-------------------|------------------|---------|-----------|---------|
| | | Males | Females | Males | Females |
| Oil Refiners | 1 | — | — | 31 | — |
| Paper Converters | 2 | 15 | 1 | 3 | — |
| Plastics | 3 | 81 | 12 | 51 | — |
| Plumbing Supplies | 1 | 26 | — | 19 | — |
| Porcelain Workers | 1 | 8 | — | 8 | — |
| Pre-fabricated Homes | 1 | 127 | — | 181 | — |
| Public Transportation Operators | 2 | 332 | — | 298 | — |
| Pulp and Paper | 1 | 25 | — | 12 | — |
| Radio and TV Parts | 1 | 8 | 13 | 8 | — |
| Refrigerated Showcases | 1 | 55 | — | 43 | — |
| Rubber Workers | 4 | 89 | 170 | 83 | 13 |
| Safety Equipment Manufacturing | 1 | — | 37 | — | — |
| Sewing Machine Operators | 1 | — | — | — | — |
| Shoe Manufacturing | 2 | 2 | 37 | 1 | 2 |
| Signs (Commercial) | 2 | 8 | — | 4 | — |
| Silversmith | 3 | 49 | — | 26 | — |
| Steel Workers | 1 | 24 | — | 24 | — |
| Surgeons' Gloves | 1 | 18 | 70 | 18 | 6 |
| Synthetic Fibres/Yarns | 2 | 257 | 25 | 243 | 2 |
| Tank Car Fabricating | 1 | 121 | — | 104 | — |
| Telecommunications | 2 | 6 | 3 | 4 | — |
| Telephone Installers/Wirers | 2 | 245 | 155 | 223 | 13 |
| Textiles | 4 | 65 | 12 | 69 | — |
| Tool Manufacturing | 1 | 29 | — | 26 | — |
| Trailer Manufacturing | 2 | 36 | 5 | 30 | — |
| Veneer Processors | 1 | 7 | 2 | — | — |
| Zirconium Products | 1 | 69 | — | — | — |
| Total | 165 | 4,697 | 1,772 | 3,709 | 1,052 |

Employment Standards Branch

| | April 1, 1967
to
March 31, 1968 | April 1, 1968
to
March 31, 1969 |
|----------------------------|---------------------------------------|---------------------------------------|
| Payroll Inspections | | |
| Outline investigations | 29,617 | 29,941 |
| Complaints and assignments | 8,410 | 8,320 |
| Total Investigations | 38,027 | 38,261 |

| | April 1, 1967
to
March 31, 1968 | April 1, 1968
to
March 31, 1969 | Number of Employers
1968 | Number of Employers
1969 | Number of Employees
1968 | Number of Employees
1969 |
|--------------------------|---------------------------------------|---------------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Minimum wage | \$ 41,179.00 | \$ 45,333.94 | 653 | 744 | 1,308 | 1,572 |
| Collection of wages | — | 15,364.76* | — | 191* | — | 253* |
| Overtime pay | — | 10,359.59* | — | 99* | — | 443* |
| Equal pay for equal work | — | 3,227.08* | — | 11* | — | 75* |
| Vacation pay | 435,858.00 | 458,843.17 | 4,536 | 5,050 | 27,910 | 26,066 |
| Industrial standards | 77,217.14 | 74,872.53 | 247 | 262 | 856 | 868 |
| Fair wage schedules | 68,566.53 | 123,973.22 | 293 | 230 | 1,018 | 2,445 |
| Totals | 622,820.67 | 731,974.29 | 5,729 | 6,587 | 31,092 | 31,722 |

* Figures collected January 1, 1969 to March 31, 1969.

| | April 1, 1967
to
March 31, 1968 | April 1, 1968
to
March 31, 1969 |
|---|---------------------------------------|---------------------------------------|
| Vacation Pay | | |
| Value of stamps sold during year | \$13,024,078 | \$9,485,354 |
| Number of vacation with pay stamp books | 132,731 | 111,900 |

| Overtime Permits Issued | | |
|-------------------------|-------|-------|
| 100 hours a year | 2,542 | 4,258 |
| Special overtime | 687 | 853 |

| Handicap Permits and Homeworker Permits | | |
|---|-----|-----|
| Handicap permits | 144 | 104 |
| Homeworker permits | 425 | 423 |

| Fair Wage Schedules-Government Contracts | | |
|--|---------------|---------------|
| Number of contracts | 554 | 833 |
| Dollar value of contracts | \$134,446,696 | \$340,177,082 |

| Industrial Standards
Schedules in Force | April 1, 1967 | April 1, 1968 |
|--|----------------|----------------|
| | to | to |
| | March 31, 1968 | March 31, 1969 |
| Barbering industry | 79 | 74 |
| Construction industries | 68 | 85 |
| Needle trade industries | 6 | 6 |
| Totals | 153 | 165 |

Conferences and Amending Orders

| | | |
|-------------------------|----|----|
| Conferences held | 3 | 10 |
| Amendments to Schedules | 33 | 13 |

| Court Cases | Charges | | Convictions | | Dismissals | | Pending | |
|--------------------------|---------|------|-------------|------|------------|------|---------|------|
| | 1968 | 1969 | 1968 | 1969 | 1968 | 1969 | 1968 | 1969 |
| Hours of Work and | | | | | | | | |
| Vacations with Pay Act | 67 | 103 | 41 | 64 | 14 | 43 | 12 | |
| Minimum Wage Act | 11 | 3 | 3 | 1 | 1 | 1 | 7 | |
| Industrial Standards Act | 7 | 11 | 6 | 10 | 1 | 1 | — | |

Employment Agencies

| Applications received | | Licences issued | | Renewals
of Licences issued | |
|-----------------------|------|-----------------|------|--------------------------------|------|
| 1968 | 1969 | 1968 | 1969 | 1968 | 1969 |
| 116 | 115 | 120 | 98 | 236 | 276 |

The total licences issued, 374, represents a 5% increase over the previous fiscal year.

Office of the Athletics Commissioner

Statement of Revenue for year ending March 31, 1969

| | | | |
|---|---------------|--------------------|--------------------|
| Professional Wrestling | | | |
| Assets | | | \$ 7,760.03 |
| Licences: | | | |
| Professional wrestling licence, Class 1 | (5) @ \$500. | 2,500.00 | |
| Professional wrestling licence, Class 2 | (306) @ 5. | 1,530.00 | |
| To take part in exhibitions | (197) @ 5. | 985.00 | |
| To referee exhibitions | (16) @ 10. | 160.00 | |
| To referee exhibitions | (6) @ 25. | 150.00 | |
| | | 13,085.03 | |
| Professional Boxing | | | |
| Assets | | | 845.00 |
| Licences: | | | |
| Professional boxing licence, Class 1 | (10) @ \$500. | 5,000.00 | |
| Professional boxing licence, Class 2 | (2) @ 5. | 10.00 | |
| To take part in contests and exhibitions | (40) @ 5. | 200.00 | |
| To referee contests and exhibitions | (16) @ 2. | 32.00 | |
| To manage professional boxers | (6) @ 5. | 30.00 | |
| To act as second at contests and exhibitions | (37) @ 2. | 74.00 | |
| | | 6,191.00 | |
| Amateur Boxing | | | |
| Licence to hold contests or exhibitions | (35) @ 5. | 175.00 | |
| Licence to referee contests or exhibitions | (22) @ 1. | 22.00 | |
| | | 197.00 | |
| Amateur Wrestling | | | |
| Licence to hold contests or exhibitions | (5) @ 2. | 10.00 | |
| | | 300.00 | |
| Total | | | \$19,783.03 |
| Security Deposits | | | |
| Balance on hand as at April 1, 1968 | | | |
| Cash | \$ 5,200.00 | | |
| Bonds | 2,200.00 | | |
| | | \$ 7,400.00 | |
| Received for Fiscal Year April 1, 1968—March 31, 1969 | | | |
| Cash | 7,500.00 | | |
| Bonds | 36,000.00 | | |
| | | 43,500.00 | |
| Less: Deposits refunded April 1, 1968—March 31, 1969 | | 50,900.00 | |
| Cash | \$ 7,100.00 | | |
| Bonds | 35,000.00 | | |
| | | 42,100.00 | |
| Balance on hand as at March 31, 1969 | | | |
| Cash | \$ 5,600.00 | | |
| Bonds | 3,200.00 | \$ 8,800.00 | |

Licences issued 1968-69

| Type of Licence | Number of Licences |
|--|--------------------|
| Professional Wrestling: | |
| Professional wrestling licences, Class 1 | 5 |
| Professional wrestling licences, Class 2 | 306 |
| To take part in exhibitions | 197 |
| To referee exhibitions | 22 |
| Professional Boxing: | |
| Professional boxing licences, Class 1 | 10 |
| Professional boxing licences, Class 2 | 2 |
| To take part in contests and exhibitions | 40 |
| To referee contests and exhibitions | 16 |
| To manage professional boxers | 6 |
| To act as second at contests and exhibitions | 37 |
| Amateur Boxing: | |
| For holding contests or exhibitions | 35 |
| To referee contests and exhibitions | 22 |
| Amateur Wrestling: | |
| For holding contests or exhibitions | 5 |
| Total | 703 |

Revenue received for licences issued, 1968-69

| Type of licence | Amount |
|--|--------------------|
| Professional Wrestling: | |
| Professional wrestling licence, Class 1 | \$2,500.00 |
| Professional wrestling licence, Class 2 | 1,530.00 |
| To take part in exhibitions | 985.00 |
| To referee exhibitions | 310.00* |
| Professional Boxing: | |
| Professional boxing licence, Class 1 | 5,000.00 |
| Professional boxing licence, Class 2 | 10.00 |
| To take part in contests and exhibitions | 200.00 |
| To referee contests and exhibitions | 32.00 |
| To manage professional boxers | 30.00 |
| To act as second at contests and exhibitions | 74.00 |
| Amateur Boxing: | |
| For holding contests or exhibitions | 175.00 |
| To referee contests and exhibitions | 22.00 |
| Amateur Wrestling: | |
| For holding contests or exhibitions | 10.00 |
| Total | \$10,878.00 |

*16 licences @ \$10 each, 6 licences @ \$25 each.

Assistance to Amateur Sport 1968-69

| | |
|---|--------------|
| Equipment grants | \$109,929.98 |
| Awards and prizes | 9,302.27 |
| Financial grants | |
| Canadian Amateur Ski Association (Lake Superior Ski Division) | 750.00 |
| Ontario Amateur Softball Association | 1,200.00 |
| Ontario Water Polo Association | 750.00 |
| Ontario Rural Softball Association | 525.00 |
| Amateur Synchronized Swimming Association of Canada (Ontario Section) | 607.00 |
| Ontario Baseball Association | 750.00 |
| Thunder Bay Branch, A.A.U. of Canada | 400.00 |
| Canadian Amateur Ski Association (National Ski Team) | 2,000.00 |
| Ontario Amateur Speed Skating Association | 750.00 |
| Canadian Amateur Ski Association (Ontario Division) | 3,250.00 |
| Ontario Amateur Basketball Association | 400.00 |
| Canadian Amateur Swimming Association (Ontario Section) | 1,000.00 |
| Ontario Minor Lacross Association | 750.00 |
| Ontario Amateur Wrestling Federation | 900.00 |
| Old Boys' Rugby Football Club | 750.00 |
| Central Ontario Branch A.A.U. of Canada | 750.00 |
| S-W Ontario Branch A.A.U. of Canada | 500.00 |
| Ontario Rural Hockey Association | 750.00 |
| Ontario Fencers' Association | 500.00 |
| | 17,282.00 |
| Total | \$136,514.25 |

Industrial Safety Branch

Statistics for the Fiscal Year ending March 31, 1969

| Subject of complaints | Upheld | Not upheld | Total |
|------------------------------|------------|------------|------------|
| Child labour | 5 | 2 | 7 |
| Machinery | 51 | 20 | 71 |
| Fire hazards | 18 | 14 | 32 |
| Sanitation | 44 | 34 | 78 |
| Heat and light | 58 | 47 | 105 |
| Fumes and dust | 111 | 100 | 211 |
| Miscellaneous | 109 | 118 | 227 |
| Total | 396 | 335 | 731 |
| Industrial disease | | | |
| Allergies | | | 4 |
| Arthritis | | | 6 |
| Asthma | | | 1 |
| Cancer | | | 1 |
| Chronic Poisoning | | | 2 |
| Chronic Bronchitis Emphysema | | | 1 |
| Dermatitis and other rashes | | | 240 |
| Eczema | | | 2 |
| Food Poisoning | | | 1 |
| Ionizing Radiation | | | 1 |
| Lead Poisoning | | | 2 |
| Multiple Purpura | | | 1 |
| Pellagra | | | 3 |
| | | | (2 fatal) |
| Unclassified (dust) | | | 1 |
| Total | | | 266 |

Report of number of Inspections by Industry

| Industry | Inspections* | Special visits | Total |
|--|---------------|----------------|---------------|
| Manufacturing | 17,501 | 8,688 | 26,189 |
| Food and beverages | 2,526 | 840 | 3,366 |
| Tobacco products | 22 | 22 | 44 |
| Rubber products | 250 | 176 | 426 |
| Leather products | 310 | 163 | 473 |
| Textile products (except clothing) | 518 | 295 | 813 |
| Knitting mills | 163 | 64 | 227 |
| Clothing | 756 | 137 | 893 |
| Wood products | 1,175 | 584 | 1,759 |
| Furniture and fixtures | 807 | 397 | 1,204 |
| Paper and allied industries | 452 | 296 | 748 |
| Printing, publishing and allied industries | 1,373 | 339 | 1,712 |
| Primary metal | 320 | 549 | 869 |
| Metal fabricating (except mach. and trans. equip.) | 3,039 | 1,564 | 4,603 |
| Machinery (except electrical machinery) | 826 | 484 | 1,310 |
| Transportation equipment | 700 | 672 | 1,372 |
| Electrical products | 899 | 572 | 1,471 |
| Non-metallic mineral products | 801 | 453 | 1,254 |
| Petroleum and coal products | 293 | 73 | 366 |
| Chemical and chemical products | 826 | 410 | 1,236 |
| Miscellaneous manufacturing | 1,432 | 594 | 2,026 |
| Miscellaneous mfg. incidental to other ind. | 13 | 4 | 17 |
| Construction | 1,731 | 601 | 2,332 |
| Transportation, Storage and Communication | 1,396 | 409 | 1,805 |
| Transportation | 990 | 275 | 1,265 |
| Storage (including grain elevators) | 322 | 109 | 431 |
| Communication | 84 | 25 | 109 |
| Public Utilities | 253 | 96 | 349 |
| Trade | 21,247 | 4,139 | 25,386 |
| Wholesale | 5,565 | 1,309 | 6,874 |
| Retail | 15,682 | 2,830 | 18,512 |
| Finance, Insurance and Real Estate | 339 | 372 | 711 |
| Service | 4,835 | 966 | 5,801 |
| Education and related service | 31 | 22 | 53 |
| Health and welfare service | 222 | 46 | 268 |
| Religious organizations | — | — | — |
| Recreation service | 128 | 36 | 164 |
| Business service | 201 | 65 | 266 |
| Personal service | 3,425 | 588 | 4,013 |
| Miscellaneous service | 828 | 209 | 1,037 |
| Public Administration and Defence | 435 | 191 | 626 |
| Unspecified or undefined | 18 | 17 | 35 |
| Total | 47,755 | 15,479 | 63,234 |

Inspections made with respect to the enforcement of the Acts and Regulations administered by the Department of Labour.

Cause

Manufacturing Industries

| | Food and beverage 101-147 | Tobacco products 151-153 | Rubber 161-169 | Leather 172-179 | Textile 183-229 | Knitting mills 231-239 | Clothing 242-249 | Wood 251-259 | Furniture and fixtures 261-268 | Paper and allied industries 271-274 |
|--|---------------------------|--------------------------|----------------|-----------------|-----------------|------------------------|------------------|--------------|--------------------------------|-------------------------------------|
| Tools | | | | | | | | | | |
| 1. All hand tools including portable powered | 164 | | 34 | 16 | 27 | 3 | 13 | 33 | 18 | 37 |
| Machinery | | | | | | | | | | |
| 2. Woodworking | 1 | | | 2 | 1 | 1 | | 118 | 47 | 5 |
| 3. Metal working except punch presses | 2 | | 3 | 3 | 4 | | 2 | 3 | 6 | 6 |
| 4. Punch presses | 1 | | 4 | 2 | | | | 1 | 8 | 4 |
| 5. Other machinery | 185 | 13 | 49 | 69 | 122 | 20 | 51 | 7 | 11 | 133 |
| Power transmission equipment | | | | | | | | | | |
| 6. Gears, belts, pulleys, shafting, etc. | 9 | | 4 | 3 | 11 | | | 14 | | 6 |
| Materials | | | | | | | | | | |
| 7. Handled by fellow workmen | 19 | | 4 | 3 | 2 | | | 10 | 2 | 9 |
| 8. Handled by victim | 668 | 21 | 182 | 83 | 181 | 25 | 31 | 204 | 115 | 271 |
| 9. Falling from stockpiles or loads | 95 | 4 | 13 | 9 | 23 | | 1 | 67 | 20 | 37 |
| 10. Nails and spikes | 17 | | 1 | 2 | 2 | 1 | | 6 | 6 | 9 |
| 11. Thrown by tools | 2 | 1 | | 1 | | | | | | 1 |
| 12. Thrown by machinery | 6 | | 12 | 2 | 9 | | 1 | 31 | 18 | 6 |
| 13. Materials NEC | 137 | 1 | 30 | 16 | 27 | 10 | 5 | 60 | 17 | 33 |
| Hoisting and conveying apparatus | | | | | | | | | | |
| 14. Elevators, hoists and cranes | 7 | | 3 | 1 | 2 | | | 2 | | 8 |
| 15. Belts, sprocket, chain and other conveyors | 62 | 2 | 9 | 7 | 6 | | | 25 | 5 | 17 |
| 16. Hooks, chains, slings and cables | 4 | | 5 | 2 | | | | 5 | 2 | 3 |
| Powered vehicles | | | | | | | | | | |
| 17. Automobiles and trucks | 8 | | | 1 | | | | 1 | | 7 |
| 18. Lift trucks, loadmobiles, misc. | 54 | 6 | 6 | 6 | 8 | | | 17 | 4 | 19 |
| 19. Railway | | | | | | | | | | 1 |
| Hand-operated vehicles | | | | | | | | | | |
| 20. Hand trucks, wheelbarrows, etc. | 45 | | 5 | 9 | 27 | | 4 | 15 | 4 | 16 |
| Fire and extreme temperatures | | | | | | | | | | |
| 21. Fires, except gas or vapour | 3 | | 3 | 1 | | | | 4 | 1 | 5 |
| 22. Fires, gas or vapour | 3 | | | 1 | 1 | | | | 3 | 2 |
| 23. Hot vapours, gases or liquids | 56 | | 8 | 8 | 12 | 3 | 1 | 9 | | 9 |
| 24. Hot solid objects | 5 | 1 | 3 | 2 | 2 | | | 1 | 2 | 3 |
| 25. Cold and other | 1 | 1 | | | | | | | | |

| Community, Business and Personal Service | | | | | | | | | | Male | | Female | |
|--|---|-------|---|----|-----|----|-----|----|--------|-------|-----------|--------|-----------|
| | | | | | | | | | | Fatal | Non-fatal | Fatal | Non-fatal |
| 26. | 1 | 32 | | | | | | | | | | | |
| 27. | | 4 | | | | | | | | | | | |
| 28. | 3 | 15 | | | 1 | | | | | | | | |
| 29. | | 6 | | | 1 | | | | | | | | |
| 30. | | | | | | | | | | | | | |
| 31. | 1 | 338 | | | 1 | | | | | | | | |
| 32. | 2 | 18 | | | | | | | | | | | |
| 33. | 7 | 67 | | | | | | | | | | | |
| 34. | | 1 | | | | | | | | | | | |
| 35. | | 84 | | | | | | | | | | | |
| 36. | | 82 | | | | | | | | | | | |
| 37. | 5 | 62 | | | | | | | | | | | |
| 38. | | 544 | | | | | | | | | | | |
| 39. | | 1,851 | | | | | | | | | | | |
| 40. | | 558 | | | | | | | | | | | |
| 41. | 1 | 646 | | | | | | | | | | | |
| 42. | 1 | 692 | | | | | | | | | | | |
| 43. | 2 | 73 | | | | | | | | | | | |
| 44. | | 142 | | | | | | | | | | | |
| 45. | 1 | 64 | | | | | | | | | | | |
| 46. | 1 | 312 | | | | | | | | | | | |
| 47. | | 652 | | | | | | | | | | | |
| 48. | | 272 | | | | | | | | | | | |
| 49. | | 5 | | | | | | | | | | | |
| 50. | | 836 | | | | | | | | | | | |
| 51. | | 1,950 | | | | | | | | | | | |
| 1 | 8 | 15 | 2 | 21 | 202 | 30 | 488 | 21 | 29,649 | 3,677 | 25,919 | 53 | |
| | | | | 1 | 1 | 1 | | | | | 53 | | |

Directions of Officers to Employers
under The Industrial Safety Act, 1964,

| Industry | Subjects of Directions* | | | | | | |
|---|-------------------------|------------------------|-------|-------------------|--|----------------------|--------------------|
| | Inspections | Other pressure vessels | Total | Fire escapes etc. | Building plans: to be submitted for approval | Elevators and hoists | Guarding machinery |
| Manufacturing | 10 | 600 | 610 | 2,366 | 332 | 27 | 10,344 |
| Food and beverages | 3 | 43 | 46 | 287 | 34 | 7 | 919 |
| Tobacco products | — | — | — | 5 | — | — | 2 |
| Rubber products | — | 10 | 10 | 68 | 9 | — | 142 |
| Leather products | — | 8 | 8 | 68 | — | — | 237 |
| Textile products (except clothing) | — | 4 | 4 | 83 | 9 | 1 | 369 |
| Knitting mills | — | 5 | 5 | 40 | 3 | — | 71 |
| Clothing | — | 2 | 2 | 41 | 3 | 1 | 431 |
| Wood products | — | 69 | 69 | 114 | 28 | 2 | 1,015 |
| Furniture and fixtures | — | 50 | 50 | 137 | 16 | 3 | 342 |
| Paper and allied industries | — | 7 | 7 | 83 | 5 | 3 | 418 |
| Printing, publishing and allied industries | 4 | 26 | 30 | 173 | 6 | 5 | 304 |
| Primary metal | — | 15 | 15 | 65 | 24 | — | 367 |
| Metal fabricating (except mach. and trans. equip) | 1 | 162 | 163 | 330 | 68 | 1 | 2,275 |
| Machinery (except electrical) | — | 42 | 42 | 123 | 21 | — | 488 |
| Transportation equipment | — | 35 | 35 | 128 | 20 | — | 774 |
| Electrical products | — | 14 | 14 | 184 | 2 | — | 678 |
| Non-metallic mineral products | 1 | 23 | 24 | 98 | 45 | 1 | 477 |
| Petroleum and coal products | — | 3 | 3 | 23 | 9 | 1 | 50 |
| Chemical and chemical products | 1 | 22 | 23 | 101 | 12 | — | 317 |
| Miscellaneous manufacturing | — | 60 | 60 | 214 | 16 | 2 | 663 |
| Miscellaneous mfg. incidental to other ind. | — | — | — | 1 | 2 | — | 5 |
| Construction | 1 | 78 | 79 | 112 | 110 | 1 | 409 |
| Transportation, Storage and Communication | — | 68 | 68 | 142 | 45 | 5 | 178 |
| Transportation | — | 59 | 59 | 95 | 28 | 1 | 111 |
| Storage (including grain elevators) | — | 6 | 6 | 38 | 15 | 4 | 61 |
| Communication | — | 3 | 3 | 9 | 2 | — | 6 |
| Public Utilities | — | 4 | 4 | 21 | 7 | — | 60 |
| Trade | 8 | 989 | 997 | 2,072 | 228 | 13 | 2,371 |
| Wholesale trade | 4 | 194 | 198 | 533 | 76 | 10 | 1,002 |
| Retail trade | 4 | 795 | 799 | 1,539 | 152 | 3 | 1,369 |
| Finance, Insurance and Real Estate | — | 4 | 4 | 240 | 48 | 2 | 13 |
| Service | 1 | 95 | 96 | 265 | 29 | 2 | 583 |
| Education and related service | — | 1 | 1 | 4 | 1 | — | 8 |
| Health and Welfare service | — | 2 | 2 | 13 | 3 | 1 | 40 |
| Religious organizations | — | — | — | — | — | — | — |
| Recreation service | — | 6 | 6 | 8 | — | — | 8 |
| Business service | — | — | — | 20 | 2 | — | 29 |
| Personal service | 1 | 35 | 36 | 163 | 12 | 1 | 340 |
| Miscellaneous service | — | 51 | 51 | 57 | 11 | — | 158 |
| Public Administration and Defence | 1 | 33 | 34 | 57 | 5 | 1 | 132 |
| Unspecified or undefined | — | — | — | 2 | 1 | — | 5 |
| Total | 21 | 1,871 | 1,892 | 5,277 | 805 | 51 | 14,095 |

*Directions given for the protection of the health and safety of employees or any persons in a factory, shop or office building.

| Seat | Light | Ventilation | Sanitation | Seats: for female employees | Toilets etc. | Dressing room matron etc. | Headgear: for female employees | Child labour | Miscellaneous | Totals |
|------|-------|-------------|------------|-----------------------------|--------------|---------------------------|--------------------------------|--------------|---------------|--------|
| 20 | 48 | 850 | 815 | 13 | 137 | 54 | 194 | 7 | 9,550 | 25,367 |
| — | 10 | 45 | 93 | 2 | 26 | 7 | 6 | 1 | 955 | 2,438 |
| — | — | 1 | 1 | — | — | — | — | — | 16 | 25 |
| — | — | 18 | 13 | — | 2 | — | 2 | — | 180 | 444 |
| — | 1 | 15 | 15 | — | 4 | 3 | 8 | — | 115 | 474 |
| 1 | 2 | 10 | 22 | — | 6 | 1 | 23 | 1 | 243 | 775 |
| — | — | 1 | 9 | — | 3 | 2 | 7 | — | 42 | 183 |
| 2 | 3 | — | 15 | — | 4 | 4 | — | 1 | 64 | 571 |
| 1 | 3 | 23 | 39 | — | 10 | 1 | 3 | 2 | 648 | 1,958 |
| 1 | — | 42 | 42 | — | 5 | 2 | 12 | — | 344 | 996 |
| 1 | 2 | 24 | 36 | 6 | 7 | 4 | 22 | — | 306 | 924 |
| 4 | 1 | 32 | 48 | — | 2 | 3 | 8 | — | 322 | 938 |
| 2 | 7 | 105 | 37 | — | 6 | 1 | 1 | — | 567 | 1,197 |
| 2 | 4 | 123 | 133 | — | 22 | 7 | 30 | 1 | 1,948 | 5,107 |
| — | 3 | 50 | 37 | — | 4 | 2 | 2 | — | 612 | 1,384 |
| 1 | 2 | 91 | 74 | 1 | 4 | 1 | 13 | — | 743 | 1,887 |
| 2 | 1 | 81 | 54 | 1 | 9 | 1 | 28 | 1 | 562 | 1,618 |
| — | 3 | 46 | 26 | 3 | 10 | 1 | 1 | — | 607 | 1,342 |
| — | — | 5 | 5 | — | 2 | — | — | — | 137 | 235 |
| 1 | 6 | 67 | 57 | — | 2 | 3 | 11 | — | 556 | 1,156 |
| 2 | — | 71 | 59 | — | 9 | 11 | 17 | — | 578 | 1,702 |
| — | — | — | — | — | — | — | — | — | 5 | 13 |
| — | 2 | 25 | 23 | 2 | 10 | — | — | — | 544 | 1,317 |
| — | 7 | 30 | 22 | — | 5 | 1 | — | — | 401 | 904 |
| — | 2 | 22 | 17 | — | 5 | 1 | — | — | 285 | 626 |
| — | 5 | 8 | 4 | — | — | — | — | — | 107 | 248 |
| — | — | — | 1 | — | — | — | — | — | 9 | 30 |
| — | — | 10 | 2 | — | — | — | — | — | 102 | 206 |
| 17 | 35 | 256 | 454 | 3 | 101 | 12 | 2 | 6 | 4,687 | 11,254 |
| 8 | 12 | 67 | 88 | — | 26 | 3 | 1 | 1 | 1,400 | 3,425 |
| 9 | 23 | 189 | 366 | 3 | 75 | 9 | 1 | 5 | 3,287 | 7,829 |
| 4 | 5 | 11 | 11 | — | 4 | — | — | — | 84 | 426 |
| 6 | 1 | 56 | 117 | — | 31 | 2 | 4 | 3 | 753 | 1,948 |
| — | — | 1 | 1 | — | — | — | — | — | 8 | 24 |
| — | — | 2 | 4 | — | — | — | — | — | 39 | 104 |
| — | — | — | — | — | — | — | — | — | — | — |
| — | — | 1 | 1 | — | — | — | — | — | 16 | 40 |
| 1 | — | 3 | 1 | — | 1 | — | — | — | 41 | 98 |
| 5 | 1 | 29 | 94 | — | 28 | 2 | — | 2 | 477 | 1,190 |
| — | — | 20 | 16 | — | 2 | — | 4 | 1 | 172 | 492 |
| 1 | 1 | 22 | 3 | — | 5 | — | — | — | 164 | 425 |
| — | — | — | 1 | — | — | — | — | — | 3 | 12 |
| 48 | 99 | 1,260 | 1,448 | 18 | 293 | 69 | 200 | 16 | 16,288 | 41,859 |

Distribution of Employees in Industry

| Industry | Male | Female | Total Employees |
|--|------------------|----------------|------------------|
| Manufacturing | 806,031 | 308,915 | 1,114,946 |
| Food and beverages | 61,984 | 38,571 | 100,555 |
| Tobacco products | 3,120 | 3,062 | 6,182 |
| Rubber products | 19,832 | 6,566 | 26,398 |
| Leather products | 10,503 | 11,732 | 22,235 |
| Textile products | 20,859 | 17,168 | 38,027 |
| Knitting mills | 2,936 | 9,306 | 12,242 |
| Clothing | 11,396 | 27,637 | 39,033 |
| Wood products | 24,241 | 4,476 | 28,717 |
| Furniture and fixtures | 16,274 | 4,886 | 21,160 |
| Paper and allied industries | 69,837 | 13,634 | 83,471 |
| Printing, publishing and allied industries | 33,503 | 18,068 | 51,571 |
| Primary metal | 80,308 | 5,029 | 85,337 |
| Metal fabricating (except mach. and trans. equip.) | 92,530 | 20,250 | 112,780 |
| Machinery (except electrical machinery) | 61,671 | 11,173 | 72,844 |
| Transportation equipment | 96,552 | 19,432 | 115,984 |
| Electrical products | 99,113 | 46,623 | 145,736 |
| Non-metallic mineral products | 30,037 | 6,341 | 36,378 |
| Petroleum and coal products | 7,679 | 1,954 | 9,633 |
| Chemical and chemical products | 29,678 | 14,188 | 43,866 |
| Miscellaneous manufacturing | 33,867 | 28,786 | 62,653 |
| Miscellaneous mfg. incidental to other industries | 111 | 33 | 144 |
| Construction | 21,978 | 1,754 | 23,732 |
| Transportation, Storage and Communication | 30,388 | 5,470 | 35,858 |
| Transportation | 21,847 | 1,884 | 23,731 |
| Storage (including grain elevators) | 5,208 | 606 | 5,814 |
| Communication | 3,333 | 2,980 | 6,313 |
| Public Utilities | 6,907 | 1,014 | 7,921 |
| Trade | 162,168 | 78,146 | 240,314 |
| Wholesale trade | 66,509 | 17,818 | 84,327 |
| Retail trade | 95,659 | 60,328 | 155,987 |
| Finance, Insurance and Real Estate | 7,926 | 6,531 | 14,457 |
| Service | 19,783 | 26,738 | 46,521 |
| Education and related service | 591 | 272 | 863 |
| Health and welfare service | 1,266 | 2,322 | 3,588 |
| Religious organizations | — | — | — |
| Recreation service | 470 | 226 | 696 |
| Business service | 2,475 | 1,236 | 3,711 |
| Personal service | 10,093 | 21,174 | 31,267 |
| Miscellaneous service | 4,888 | 1,508 | 6,396 |
| Public Administration and Defence | 10,518 | 2,394 | 12,912 |
| Unspecified or undefined | 357 | 65 | 422 |
| Total | 1,066,056 | 431,027 | 1,497,083 |

Construction Safety Branch

Summary of inspectors' annual reports The Trench Excavators' Protection Act Calendar year 1968

| | May 9, 1969 |
|--|--|
| Number of Inspectors appointed | 1,169* |
| Number of Notices received | 28,832 |
| Total length of trenches for which notices
were received | 8,372,640 lin. ft.
(app. 1,585 miles) |
| Number of Informations laid | 53 |
| Number of Convictions | 18 |
| Total amount of fines | \$4,554 |
| Fatalities on projects under The Trench Excavators' Protection Act | 3 |
| Number of Stop Work Orders | 772 |
| Number of Orders to Comply | 2,148 |
| Number of Inspections reported | 78,894 |

Number of inspectors recorded in annual reports submitted
(873 Local municipalities out of 925)

Summary of inspectors' annual reports The Construction Safety Act Calendar year 1968

| | May 9, 1969 |
|--|-------------|
| Number of Inspectors appointed | 253 |
| Number of Inspections | 135,443 |
| Number of Informations laid | 405 |
| Number of Convictions | 222 |
| Total amount of fines | \$24,022 |
| Number of fatalities on projects under
The Construction Safety Act, 1961-62 | 33 |
| Number of Stop Work Orders | 5,794 |
| Number of Orders to Comply | 23,582 |

Inspections by Construction Safety Officers April 1, 1968 to March 31, 1969

The Trench Excavators' Protection Act

| | |
|--|--------------|
| 1. Joint inspections with municipal inspectors | 1,856 |
| 2. Inspections by Provincial Construction Safety Officer in areas
where he was inspector (Unorganized territories in Territorial Districts) | 6 |
| 3. Other independent inspections and calls on trench inspectors | 999 |
| Total | 2,861 |

Inspections by Construction Safety Officers April 1, 1968 to March 31, 1969

The Construction Safety Act, 1961-62

| | |
|--|--------------|
| 1. Joint inspections with municipal inspectors | 5,844 |
| 2. Inspections by Provincial Construction Safety Officer in areas
where he was inspector (Unorganized territories in Territorial Districts) | 368 |
| 3. Other independent inspections (e.g. in areas where no inspector
is appointed) | 34 |
| 4. Promotional and public relations calls (i.e. on Clerks, Wardens, etc.) | 1,207 |
| Total | 7,453 |

Projects inspected under Ontario Regulation 100/63

April 1, 1968 to March 31, 1969

Projects under compressed air

| No. | Contractor | Location | Pressure | | No. of decompressions | | Total | No. of cases of bends |
|----------|---------------------------------|----------|----------|------|-----------------------|------------------|--------|-----------------------|
| | | | Min. | Max. | Shift workers | Supervisors etc. | | |
| 64/165 | Schwenger Const. Co. Limited | Hamilton | 2 | 32 | 3,995 | 851 | 4,846 | 4 |
| * 66/170 | Robt. McAlpine Ltd. | Toronto | 5 | 9 | 5,467 | 3,210 | 8,677 | Ni |
| 66/343 | S. McNally & Sons Ltd. | Toronto | 3 | 9 | 1,916 | 1,386 | 3,302 | Ni |
| 66/394 | Scott-Jackson Construction Ltd. | Toronto | 3 | 7 | 765 | 409 | 1,174 | Ni |
| 67/37 | Spino Const. Co. Ltd. | Cornwall | 9 | 9 | 162 | 27 | 189 | Ni |
| * 67/97 | First Line Contr. Ltd. | Toronto | 4 | 14 | 9,751 | 4,629 | 14,380 | Ni |
| 67/174 | S. McNally & Sons Ltd. | Toronto | 4 | 10 | 1,134 | 361 | 1,495 | Ni |
| 67/257 | Jno. Maguire Cont. Ltd. | Toronto | 3 | 5 | 807 | 370 | 1,177 | Ni |
| 67/340 | Keystone Contr. Ltd. | Windsor | 5 | 11 | 645 | 383 | 1,028 | Ni |
| 67/343 | First Line Contr. Ltd. | Toronto | 4 | 13 | 1,494 | 762 | 2,256 | Ni |
| 68/21 | Keystone Contr. Ltd. | Toronto | 6 | 20 | 5,616 | 2,009 | 7,625 | Ni |
| 68/36 | Sansone Const. Ltd. | Toronto | 5 | 8 | 1,673 | 590 | 2,263 | Ni |
| 68/78 | S. McNally & Sons Ltd. | Hamilton | 5 | 12 | 532 | 126 | 658 | Ni |
| 68/85 | S. McNally & Sons Ltd. | Toronto | 2 | 12 | 2,005 | 854 | 2,859 | Ni |
| * 68/165 | S. McNally & Sons Ltd. | Toronto | 5 | 10 | 1,446 | 318 | 1,764 | Ni |
| * 68/238 | Keystone Contr. Ltd. | Toronto | 9 | 11 | 376 | 383 | 759 | Ni |
| * 68/262 | S. McNally & Sons Ltd. | Toronto | 3 | 5 | 236 | 141 | 377 | Ni |
| Total | | | | | 38,020 | 16,809 | 54,829 | 4 |

*Project still in progress, April 1, 1969.

Projects under Ontario Regulation 100/63

April 1, 1968 to March 31, 1969

Inspection summary

| | Projects under inspection | Completed during year | C/F to next year | Less than 60" dia. | 60" diam. and over | Projects under compressed air | No. of inspections | No. of directions | No. of inspections with no directions |
|--------------------------------|---------------------------|-----------------------|------------------|--------------------|--------------------|-------------------------------|--------------------|-------------------|---------------------------------------|
| Long tunnels | 118 | 91 | 27 | 11,344 | 170,422 | 17 | 2,480 | 1,006 | 1,414 |
| Short tunnels (under 50') | 133 | 121 | 12 | 4,304 | 398 | Nil | 467 | 82 | 434 |
| Jacked tunnels | 78 | 73 | 5 | 9,285 | 84 | Nil | 279 | 67 | 249 |
| Large caissons | Nil | Nil | Nil | N/A | N/A | Nil | Nil | Nil | Nil |
| Augured caissons | 159 | 144 | 15 | N/A | N/A | Nil | 654 | 74 | 590 |
| Cofferdams, underpinning, etc. | 42 | 29 | 13 | N/A | N/A | Nil | 249 | 31 | 226 |
| Total | 530 | 458 | 72 | 24,933 | 170,904 | 17 | 4,129 | 1,260 | 2,913 |

Fatalities:

During calendar year, 1968 — 1

During fiscal year 1968-1969 — 2

N/A — Not applicable

Elevator Inspection Branch

1968-69 Inspections

| Type of installation | New inst. | M/A | Sub. | Ann. | Spec. | Call | Safety pass | Safety fail | Total |
|--------------------------------|-----------|-----|-------|--------|-------|-------|-------------|-------------|--------|
| Passenger elevator | 791 | 32 | 180 | 7,413 | 1,818 | 3,400 | 6,830 | 46 | 20,510 |
| H.P. passenger | 11 | | 4 | 149 | 11 | 50 | 134 | 4 | 363 |
| Freight elevator | 99 | 9 | 43 | 4,479 | 774 | 2,633 | 3,287 | 103 | 11,427 |
| H.P. freight | 2 | | | 29 | 4 | 56 | 15 | | 106 |
| Freight and passenger elevator | 3 | 2 | | 18 | 3 | 9 | 20 | | 58 |
| Class A D/W | 69 | 3 | 28 | 1,229 | 68 | 383 | 112 | 1 | 1,893 |
| H.P. Class A D/W | | | | 11 | | 24 | | | 35 |
| Class B D/W | 8 | | 1 | 122 | 24 | 114 | 21 | 5 | 298 |
| H.P. Class B D/W | | | | 12 | | 15 | 1 | | 28 |
| Escalator | 83 | | 17 | 432 | 29 | 268 | | | 829 |
| Incline lift | 1 | | | 35 | 15 | 28 | 26 | 4 | 109 |
| Manlift | 4 | | 5 | 113 | 12 | 51 | 2 | | 187 |
| Ski tow rope | 28 | 2 | 8 | 164 | 7 | 105 | | | 314 |
| Ski tow T bar | 17 | 1 | 7 | 73 | 6 | 21 | | | 125 |
| Ski tow J bar | 1 | | | 11 | 1 | 2 | | | 15 |
| Poma lift | 1 | 1 | | 16 | | 7 | | | 25 |
| Chair lift | 1 | | 3 | 20 | 4 | 12 | | | 40 |
| Port. chair lift | 3 | | | | | 1 | | | 4 |
| Moving walk | 2 | | 6 | 4 | | 5 | | | 17 |
| Golf tow rope | 1 | | 1 | 7 | 1 | 5 | | | 15 |
| Not applicable | | | | | 1 | 132 | | | 133 |
| Ash hoist | | | | | 1 | 85 | | | 86 |
| Stair chair lift | 1 | | | 8 | 1 | 2 | 3 | | 15 |
| Total | 1,126 | 50 | 303 | 14,345 | 2,780 | 7,408 | 10,451 | 163 | 36,626 |
| Material hoist | 268 | | 784 | 7 | 242 | 328 | | | 1,629 |
| Workmen's hoist | 41 | | 173 | | 68 | 55 | | | 337 |
| Grand Total | 1,435 | 50 | 1,260 | 14,352 | 3,090 | 7,791 | 10,451 | 163 | 38,592 |

Accident Report

Period ending March 31, 1969 (Accumulative)

| Type of installation | Total accidents reported | Accidents investigated | Cause of accident | | Persons injured | | | Total | Not injured |
|--------------------------------|--------------------------|------------------------|-------------------|-------|-----------------|---------|-------|-------|-------------|
| | | | Equip. failed | Other | Minor | Serious | Fatal | | |
| Passenger elevator | 51 | 18 | 3 | 48 | 40 | 8 | 1 | 49 | 9 |
| H.P. passenger | | | | | | | | | |
| Freight elevator | 69 | 22 | 9 | 60 | 39 | 21 | | 60 | 7 |
| H.P. freight | | | | | | | | | |
| Freight and passenger elevator | | | | | | | | | |
| Class 'A' D/W | 1 | 1 | | 1 | | 1 | | 1 | |
| H.P. Class 'A' D/W | 1 | 1 | | 1 | | 1 | | 1 | 1 |
| Class 'B' D/W | 2 | 1 | 2 | | 1 | | 1 | 2 | |
| H.P. Class 'B' D/W | | | | | | | | | |
| Escalator | 402 | 14 | 6 | 396 | 326 | 23 | | 349 | 130 |
| Incline lift | | | | | | | | | |
| Manlift | 1 | 1 | | 1 | | 1 | | 1 | |
| Golf tow rope | | | | | | | | | |
| Ski tow rope | 1 | | | 1 | | 1 | | 1 | |
| Ski tow T bar | 14 | | | 14 | 11 | 2 | | 13 | 3 |
| Ski tow J bar | | | | | | | | | |
| Poma lift | 1 | | | 1 | 1 | | | 1 | |
| Chair lift | | | | | | | | | |
| Moving walk | | | | | | | | | |
| Total | 543 | 58 | 20 | 523 | 418 | 58 | 2 | 478 | 150 |
| Workmen's hoist | 1 | 1 | 1 | | 3 | | | 3 | 1 |
| Material hoist | 4 | 4 | 2 | 2 | | 3 | | 3 | 1 |
| Total | 5 | 5 | 3 | 2 | 3 | 3 | | 6 | 2 |
| Grand Total | 548 | 63 | 23 | 525 | 421 | 61 | 2 | 484 | 152 |

Drawings Approved
April 1, 1968 to March 31, 1969

| Type of installation | New | Major alteration |
|--------------------------------|--------------|------------------|
| Passenger elevator | 846 | 49 |
| P. passenger | 6 | |
| Freight elevator | 59 | 11 |
| P. freight | 1 | |
| Freight and passenger elevator | | |
| Class A D/W | 47 | 5 |
| P. Class A D/W | | |
| Class B D/W | 1 | |
| P. Class B D/W | | |
| Escalator Series | 4 | |
| Single | 20 | |
| Cable lift | | |
| Funlift | 1 | |
| Cable tow rope | | |
| Cable tow rope | 17 | 1 |
| Cable tow T bar (4 Mitey Mite) | 19 | |
| Cable tow J bar | | |
| Platform lift | 1 | 1 |
| Chair lift (3 residence) | 6 | |
| Sliding walk | | |
| Total | 1,028 | 67 |
| Workmen's hoist | 36 | |
| Material hoist | | |
| Grand Total | 1,131 | |

Licences granted 1968-1969
under The Elevators and Lifts Act

| Type of elevating device | Number issued |
|--------------------------|---------------|
| Passenger elevator | 8,361 |
| P. passenger | 157 |
| Freight elevator | 4,690 |
| P. freight | 20 |
| Freight and passenger | 14 |
| Class A D/W | 1,234 |
| P. class A D/W | 9 |
| Class B D/W | 98 |
| P. class B D/W | 10 |
| Escalator | 474 |
| Cable line lift | 26 |
| Funlift | 118 |
| Cable tow | 182 |
| Cable tow T bar | 85 |
| Cable tow J bar | 11 |
| Platform lift | 17 |
| Chair lift | 18 |
| Sliding walk | 4 |
| Chair chair lift | 1 |
| Cable tow rope | 5 |
| Total | 15,534 |

Report of Annual Registration of Contractors

| Maximum number of Elevator Mechanics employed by Contractor | First annual registration. Number of Contractors | Subsequent annual registration. Number of Contractors | Total number of Contractors |
|---|--|---|-----------------------------|
| Not more than 2 | 9 | 50 | 59 |
| More than 2, but fewer than 20 | 0 | 13 | 13 |
| 20 or more | 1 | 4 | 5 |
| Total | 10 | 67 | 77 |

Revenue earned 1968-69 under The Elevators and Lifts Act

| Source | |
|---|---------------------|
| Licences: | \$ 96,966.92 |
| Initial licences | 10,194.30 |
| Renewal | 82,502.62 |
| Transfer of licences | 3,735.00 |
| Duplicate of licences | 535.00 |
| Approval of drawings and specifications: | 26,750.00 |
| Upon submission of drawings and specifications | 26,750.00 |
| Additional sets of drawings and specifications | — |
| Annual registration of contractors: | 7,152.00 |
| First annual registration | 300.00 |
| Subsequent registration | 6,852.00 |
| Duplicate applications and metal plates | 1,097.88 |
| Inspections | 27,330.84 |
| Travelling expenses | 91.86 |
| Sale of books—Safety Code for Passenger and Freight | 268.00 |
| Miscellaneous | 8.65 |
| A.D.P. revenue | 202,910.90 |
| Total | \$362,577.05 |

Boiler Inspection Branch

Inspections and Certificates Fiscal year 1968-69

| | |
|--|---------------|
| Certificates of Inspection | |
| Boilers and pressure vessels inspected during construction | 34,874 |
| Used boilers and pressure vessels | 2,902 |
| Annual inspections of boilers and pressure vessels | 19,310 |
| Pressure piping | 1,425 |
| Welding inspections | 11,517 |
| Other inspections | 13,516 |
| Total | 83,544 |
| | |
| Certificates of Approval for boilers and pressure vessels | 22,842 |
| Duplicates of Certificates of Approval and Inspection | 4 |
| Repair Certificates issued | 7,898 |
| Total | 30,744 |

Accidents and explosions reported and investigated

| Type of vessel involved | Accidents and Explosions | Persons injured | |
|-------------------------|--------------------------|-----------------|-------------|
| | | Fatally | Non-Fatally |
| Boiler | 2 | — | — |
| Furnace | 4 | — | — |
| Pressure vessel | 9 | — | 2 |
| Pressure piping | 1 | — | — |
| Miscellaneous | 1 | — | — |
| Total | 17 | — | 2 |

Revenue Earned

| | |
|--|---------------------|
| Fees: | |
| Approval and registration of designs | \$34,254.51 |
| Inspections: | |
| New boilers and pressure vessels | 84,779.25 |
| Pressure piping | 13,945.00 |
| Used boilers and pressure vessels | 27,069.50 |
| Annual inspections of boilers | 90,112.30 |
| Total | 250,160.56 |
| | |
| Tests of welding operators | 51,220.00 |
| Approval of welding procedures | 5,320.00 |
| Total | 56,540.00 |
| | |
| Remittance of expenses incurred by inspectors on inspection of boilers, pressure vessels and pressure piping | 9,484.51 |
| Total | \$316,185.07 |

Inspectors Certificates of Competency

| | |
|----------------------|-----------|
| Department of Labour | 10 |
| Insurance companies | 9 |
| Reciprocal | 11 |
| Renewals | 25 |
| Total | 28 |

Operating Engineers Branch

Certificates of Qualification 1968-69

| Class | At
March 31,
1968 | Lapsed | Issued on
examination | At
March 31,
1969 | Failed
to pass
examination |
|--|-------------------------|------------|--------------------------|-------------------------|----------------------------------|
| Stationary Engineer: | | | | | |
| Fourth-class | 10,232 | 417 | 745 | 10,130 | 172 |
| Third-class | 8,269 | 215 | 458 | 8,343 | 277 |
| Second-class | 3,460 | 70 | 171 | 3,530 | 95 |
| First-class | 666 | 15 | 31 | 68 | 71 |
| Refrigeration Operator: | | | | | |
| B class | 1,050 | 14 | 101 | 1,136 | 12 |
| A class | 24 | — | 1 | 25 | — |
| Compressor Operator | 1,011 | 28 | 147 | 1,130 | 8 |
| Hoisting Engineer | 770 | 41 | 3 | 732 | — |
| Hoisting Engineer (electrical and internal combustion) | 7,292 | 111 | 547 | 7,724 | 15 |
| Traction Engineer | 310 | 34 | — | 275 | — |
| Hoisting and Traction Engineer | 216 | 24 | — | 191 | — |
| Total | 33,300 | 969 | 2,204 | 33,898 | 650 |

Provisional Certificates issued—29

Certificates of Qualification renewed—27,235

Certificates of Qualification pending renewal—4,459

Ontario Human Rights Commission

Summary of complaints in respect of Employment, Public Accommodation, Housing and Notices¹

| Complaints | Brought
forward
from March
31, 1968 | New
cases | Disposition of Complaints | | | | Ministerial
Order ³ | Undisposed of
March 31, 1969 |
|--|--|--------------|--|------------|-----------------------------------|----------|-----------------------------------|---------------------------------|
| | | | Settlements
effected by
Human Rights
Officers | Dismissed | Boards of
Inquiry ² | | | |
| Employment | | | | | | | | |
| Discrimination in employment | 23 | 151 | 43 | 81 | 17 | | | 33 |
| Discrimination by trade union | 6 | 4 | | 1 | 6 | | | 3 |
| Disallowed questions on employment
applications or in written or oral inquiries | 13 | 53 | 45 | 3 | 3 | | | 15 |
| Disallowed employment advertisements | 3 | 11 | 8 | 6 | | | | |
| Female employees equal pay for equal work ⁴ | 1 | 6 | 1 | 5 | 1 | | | |
| Discrimination based on age | 9 | 50 | 25 | 20 | 1 | | | 13 |
| Public Accommodation | | | | | | | | |
| Discrimination in accommodation,
services and facilities | 9 | 34 | 15 | 14 | 7 | 1 | | 6 |
| Housing | | | | | | | | |
| Discrimination in dwelling units | 16 | 96 | 45 | 25 | 16 | 1 | | 25 |
| Notices | | | | | | | | |
| Discriminatory notices or other representation | | 7 | | | | | | 7 |
| Total | 80 | 412 | 182 | 155 | 51 | 2 | | 102 |

1. The majority of the complaints related to employment, housing and public accommodations were filed by Negroes (242), Canadian Indians (30), East Indians (24), French Canadians (22) and recently arrived Europeans (18).
2. Twelve Boards of Inquiry were appointed to hear 51 complaint cases.
3. Ministerial Orders were issued in two cases seeking compliance with recommendations made by Boards of Inquiry. No prosecutions were initiated during the fiscal year.
4. The Equal Pay provisions of the Ontario Human Rights Code were removed on January 1, 1969 and incorporated in The Employment Standards Act.

Ontario Labour Relations Board

Summary of cases dealt with, Fiscal Year 1968-69

| Type of case | Caseload | | | Cases disposed of | | | | Cases pending
March 31, 1969 |
|--|--------------------------------------|-----------------------------|--------------|-------------------|------------|------------|--------------|---------------------------------|
| | Carried over
from F.Y.
1967-68 | Filed
in F.Y.
1968-69 | Total | Granted | Dismissed | Withdrawn | Total | |
| Certification of Bargaining Agents | 119 | 1,035 | 1,154 | 696 | 228 | 104 | 1,028 | 126 |
| Declaration of Termination of Bargaining Rights | 8 | 70 | 78 | 35 | 26 | 9 | 70 | 8 |
| Declaration of status of successor Trade Union or Employer | 4 | 66 | 70 | 35 | 4 | 2 | 41 | 29 |
| Declaration that strike or lock-out unlawful | 3 | 44 | 47 | 4 | 5 | 36 | 45 | 2 |
| Consent to prosecute | 15 | 105 | 120 | 18 | 14 | 72 | 104 | 16 |
| Complaint of unfair practice in employment (Section 65) | 41* | 183 | 224 | 12 | 47 | 131 | 190 | 34 |
| Addition of No-strike or No-lockout Clause to Collective Agreement (Section 33(2)) | — | 4 | 4 | 4 | — | — | 4 | — |
| Modification of Arbitration Provision in Collective Agreement (Section 34(3)) | — | 1 | 1 | 1 | — | — | 1 | — |
| Early termination of Collective Agreement (Section 39(3)) | 1 | 11 | 12 | 8 | — | 3 | 11 | 1 |
| Trade Union financial statement (Section 63) | 2 | 4 | 6 | 2 | — | 4 | 6 | — |
| Complaints respecting jurisdictional disputes (Section 66) | 1 | 15 | 16 | 4 | 1 | 3 | 8 | 8 |
| Question of whether person is employee (Section 79(2)) | 8 | 15 | 23 | 7 | 3 | 5 | 15 | 8 |
| Reference of questions in conciliation | | | | | | | | |
| Application or request for appointment of arbitrator (Section 79a) | 2 | 12 | 14 | 4 | 4 | 3 | 11 | 3 |
| Total | 204 | 1,565 | 1,769 | 830 | 332 | 372 | 1,534 | 235 |

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Applications and complaints received and disposed of, Fiscal Years 1964-65 to 1968-69

| Type of case | Received | | | | | | Disposed of | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1964-65 | 1965-66 | 1966-67 | 1967-68 | 1968-69 | Total | 1964-65 | 1965-66 | 1966-67 | 1967-68 | 1968-69 | Total |
| Certification of bargaining agents | 947 | 992 | 945 | 943 | 1,035 | 4,862 | 912 | 1,004 | 948 | 921 | 1,028 | 4,813 |
| Declaration of termination of bargaining rights | 109 | 69 | 39 | 92 | 70 | 379 | 110 | 71 | 40 | 89 | 70 | 380 |
| Declaration of status of successor trade union or employer | 10 | 29 | 21 | 28 | 66 | 154 | 9 | 33 | 20 | 26 | 41 | 129 |
| Declaration that strike or lock-out unlawful | 41 | 54 | 31 | 50 | 44 | 220 | 41 | 54 | 31 | 47 | 45 | 218 |
| Consent to prosecute | 68 | 92 | 87 | 106 | 105 | 458 | 70 | 91 | 85 | 95 | 104 | 445 |
| Complaints of unfair practice in employment | 159 | 115 | 144 | 188 | 183 | 789 | 167 | 113 | 134 | 175* | 190 | 779 |
| Miscellaneous cases | 54 | 49 | 59 | 66 | 62 | 290 | 29 | 67 | 61 | 62 | 56 | 275 |
| Total | 1,388 | 1,400 | 1,326 | 1,473 | 1,565 | 7,152 | 1,338 | 1,433 | 1,319 | 1,415 | 1,534 | 7,039 |

Revised from 176

Results of investigation of issues conducted
by Examiners and Field Officers, Fiscal Year 1968-69

| Type of case | Reports submitted | | Cases in which no reports submitted | | | Total | Number of cases pending investigation at March 31, 1969 | Total number of cases assigned for investigation |
|---|-------------------|-----------------|-------------------------------------|--------------------------------------|---|-------|---|--|
| | Number of reports | Number of cases | Agreement or settlement obtained | Withdrawn before investigation began | Dismissed, withdrawal during investigation denied | | | |
| Certification of Bargaining Agents | 144* | 146* | 56 | 18 | 23 | 97 | 20 | 263 |
| Termination of bargaining rights | 4 | 4 | 1 | — | — | 1 | 1 | 6 |
| Declaration of Status of Successor Employer | 1 | 1 | — | — | — | — | — | 1 |
| Question of whether person is employee (Section 79 (2)) | 9 | 9 | 3 | — | — | 3 | 2 | 14 |
| Complaint of Unfair Practice in Employment (Section 65) | 86* | 91 | 103 | — | — | 103 | 13 | 207 |
| Total | 244 | 251 | 163 | 18 | 23 | 204 | 36 | 491 |

*Because of consolidation of cases, the number of reports submitted does not equal the number of applications and complaints investigated.

*Total number of cases assigned for investigation equals the sum of columns 2, 6 and 7.

Time taken from filing to disposition of applications
in which certification was granted, Fiscal Year 1968-69

| Time taken in Calendar days | All applications | | | Construction applications | | | Non-construction applications | | |
|-----------------------------|------------------|----------|---------------------|---------------------------|----------|---------------------|-------------------------------|----------|---------------------|
| | Number | Per cent | Cumulative Per cent | Number | Per cent | Cumulative Per cent | Number | Per cent | Cumulative Per cent |
| Under 8 | 45 | 6.6 | 6.6 | 45 | 19.9 | 19.9 | — | — | — |
| 8-14 | 156 | 22.5 | 29.1 | 129 | 56.9 | 76.8 | 27 | 5.8 | 5.8 |
| 15-21 | 218 | 31.4 | 60.5 | 22 | 9.8 | 86.6 | 196 | 41.8 | 47.6 |
| 22-28 | 83 | 11.9 | 72.4 | 8 | 3.5 | 90.1 | 75 | 16.0 | 63.6 |
| 29-35 | 42 | 6.0 | 78.4 | 6 | 2.6 | 92.7 | 36 | 7.7 | 71.3 |
| 36-42 | 26 | 3.7 | 82.1 | 6 | 2.6 | 95.3 | 20 | 4.3 | 75.6 |
| 43-49 | 21 | 3.0 | 85.1 | 1 | 0.4 | 95.7 | 20 | 4.3 | 79.9 |
| 50-56 | 6 | 0.9 | 86.0 | 2 | 0.9 | 96.6 | 4 | 0.8 | 80.7 |
| 57-63 | 11 | 1.6 | 87.6 | 1 | 0.4 | 97.0 | 10 | 2.1 | 82.8 |
| 64-70 | 10 | 1.4 | 89.0 | 1 | 0.4 | 97.4 | 9 | 1.9 | 84.7 |
| 71-77 | 10 | 1.4 | 90.4 | 5 | 2.2 | 99.6 | 5 | 1.1 | 85.8 |
| 78-84 | 8 | 1.1 | 91.5 | 1 | 0.4 | 100.0 | 7 | 1.5 | 87.3 |
| 85-91 | 4 | 0.6 | 92.1 | — | — | — | 4 | 0.8 | 88.1 |
| 92-98 | 8 | 1.1 | 93.2 | — | — | — | 8 | 1.7 | 89.8 |
| 99-105 | 11 | 1.6 | 94.8 | — | — | — | 11 | 2.3 | 92.1 |
| 106-126 | 8 | 1.1 | 95.9 | — | — | — | 8 | 1.7 | 93.8 |
| 127-147 | 9 | 1.3 | 97.2 | — | — | — | 9 | 1.9 | 95.7 |
| 148-168 | 5 | 0.7 | 97.9 | — | — | — | 5 | 1.1 | 96.8 |
| 169 and over | 15 | 2.1 | 100.0 | — | — | — | 15 | 3.2 | 100.0 |
| Total | 696 | 100.0 | — | 227 | 100.0 | — | 469 | 100.0 | — |

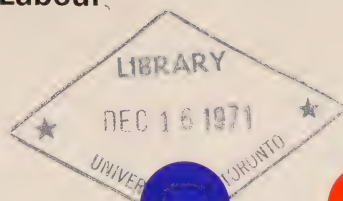
Conciliation Services Branch

Applications for Conciliation Services dealt with
under The Labour Relations Act

| | Disputes | | Number of Employers | | Number of Employees | |
|--|----------|---------|---------------------|---------|---------------------|---------|
| | 1968-69 | 1967-68 | 1968-69 | 1967-68 | 1968-69 | 1967-68 |
| Disputes dealt with at initial conciliation officer stage | | | | | | |
| In process at beginning of fiscal year | 283 | 169 | 352 | 212 | 36,382 | 15,293 |
| Referred to officers during fiscal year | 1,543 | 1,376 | 1,983 | 1,985 | 268,269 | 208,593 |
| Total in process during fiscal year | 1,826 | 1,545 | 2,335 | 2,197 | 304,651 | 223,886 |
| Disposed of during fiscal year | 1,525 | 1,262 | 1,962 | 1,845 | 240,148 | 187,504 |
| Settled | 728 | 594 | 873 | 760 | 78,435 | 55,558 |
| Not settled | 791 | 659 | 1,083 | 1,076 | 161,187 | 129,697 |
| Referred to conciliation boards | 42 | 73 | 67 | 113 | 31,863 | 19,111 |
| No board granted | 748 | 586 | 1,015 | 963 | 129,289 | 110,586 |
| Lapsed or withdrawn | 7 | 8 | 7 | 8 | 561 | 2,089 |
| Mediator | 0 | 1 | 0 | 1 | 0 | 160 |
| In process at end of fiscal year | 301 | 283 | 371 | 352 | 64,433 | 36,382 |
| Disputes dealt with at conciliation board stage | | | | | | |
| In process at beginning of fiscal year | 16 | 21 | 38 | 23 | 5,500 | 7,681 |
| Referred to boards during fiscal year | | | | | | |
| Following officer procedure | 42 | 73 | 67 | 113 | 31,863 | 19,111 |
| Total in process during fiscal year | 58 | 94 | 105 | 136 | 37,363 | 26,792 |
| Disposed of during fiscal year | 53 | 78 | 99 | 98 | 36,735 | 21,292 |
| Settled | 14 | 35 | 22 | 40 | 5,237 | 5,786 |
| Reported settled by parties before board constituted | 1 | 2 | 1 | 2 | 75 | 122 |
| Board report submitted, settlement reached during hearings | 13 | 33 | 21 | 38 | 5,162 | 5,664 |
| Board report submitted, no settlement reached during hearings | 39 | 43 | 77 | 58 | 31,498 | 15,506 |
| Lapsed or withdrawn | — | — | — | — | — | — |
| Conciliation boards still in process at end of fiscal year | 5 | 16 | 6 | 38 | 628 | 5,500 |

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April 1, 1969/March 31, 1970
For the fiscal year ending March 31, 1970
51st Annual Report

Ontario Department of Labour Annual Report 1969-1970

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T.M. Eberlee, Deputy Minister

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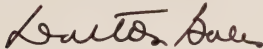
Tables

Letter of Transmittal

**To His Honour
the Lieutenant-Governor in Council**

May it please Your Honour:
The undersigned has the honour to present
the 51st Annual Report of
the Department of Labour for the fiscal year
ending March 31, 1970.

All of which is respectfully submitted.

A handwritten signature in dark ink, appearing to read "Dalton Bales". The signature is fluid and cursive, with the first name "Dalton" being more prominent than the last name "Bales".

Hon. Dalton Bales, QC
Minister





Introduction

In 1969 the Ontario Department of Labour marked the 50th year of its establishment as a separate department of government in 1919, the same year the International Labour Organization came into being. In the half century that has passed, the tremendous growth and sweeping innovations which have changed our society have been reflected in the growth and development of the Department of Labour as its function and scope have broadened to keep pace with the needs of the people of this Province.

Before the turn of the century, labour affairs in Ontario were the responsibility of a small branch which was attached to the Department of Agriculture before it was transferred to the Department of Public Works in 1900. Today the Department of Labour has grown into a complex and many-sided operation concerned with the development and protection of human resources in the widest context of employment.

Labour law in Ontario was first introduced to protect women and children (the only groups covered by the 60-hour work week enforced by The Ontario Factory Act of 1884) and to ensure safe working conditions. Today the Department of Labour administers and enforces 22 pieces of legislation designed to safeguard the economic well-being of the Province's working men and women and help them to meet and benefit from social and economic change.

The legislation covers such areas as the rights of the individual who is employed, the rights of labour unions and management, safety in industry, the safeguarding of wages and other labour standards, protection against discrimination, the promotion of opportunities for workers through skill training programs, and the maintenance of harmonious labour-management relations.

Vigorous Activity

The fiscal year 1969-70 saw the close of a decade of vigorous activity in all areas of the Department's operation, during which its structure has been reorganized and much of the legislation administered and enforced by the Department has been revised or rewritten.

One of the first tasks undertaken by the new Department in 1919 was the establishment of a Minimum Wage Board in Ontario, with power to regulate in certain cases the minimum wages of women and girls. Perhaps the most fitting commemoration of the Department's 50th year of serving the people is the new Employment Standards Act, which came into effect on January 1, 1969.

The Department of today divides into four distinct divisions, with an over-all staff of over a thousand. The branches concerned with the quality and quantity, protection and productivity of the work force are collected together under one division called Manpower Services. The Safety and Technical Services Division is involved with the safety of workers and the general public. Labour-management relations are handled by the Labour Relations Board and the Conciliation and Mediation Services Branch. A fourth group covers the special services provided by the Ontario

Human Rights Commission and the Research, Personnel, Legal, Finance, and Systems and Automatic Data Processing branches.

Manpower Services

The Manpower Services Division was established in June, 1966 under an Executive Director to co-ordinate the activities of the Industrial Training Branch, the Employment Standards Branch, the Women's Bureau and the Office of the Athletics Commissioner.

Industrial Training

Although about 100,000 workers are added to the Province's labour force each year, one of our greatest problems is the shortage of skilled workers. A major area of the Department's function is to assist employers to meet their demand for skilled manpower by providing ways and means of raising the skill level of the work force to the point where every individual has occupational mobility and is afforded the opportunity to make the maximum contribution of which he is capable.

During 1969 the Department's training activities, which include the administration of the traditional system of long-term apprenticeship as well as the upgrading of unskilled and unemployed workers, were maintained at a high level.

Apprenticeship is one of the oldest forms of organized education and was originally the main source of supplying tradesmen and artisans for Canadian industry. An Apprenticeship Branch existed in the Department of Labour from 1928, but the dynamic expansion of Ontario's economy after the Second World War brought an ever-increasing demand for skilled workers and for a system capable of training and retraining large numbers of people very quickly.

By the early 1960s the Department was faced with the paradox of thousands of skilled and semi-skilled job opportunities and thousands of untrained workers and unemployed persons without the qualifications to fill them. In 1962 the Apprenticeship Branch became the Industrial Training Branch, responsible for two training methods—traditional long-term apprenticeship and short-term skill training in industry.

Long-term apprenticeship is still considered the most acceptable method of ensuring that a beginner develops into a competent journeyman in all functions of his trade, and at present there are over 19,000 apprentices under instruction in Ontario.

But industry also has need for skills that do not call for fully-trained craftsmen. The Department's short-term training program assists employers in developing on-the-job schedules and methods to train or upgrade their own workers quickly in skills at less than journeyman level. At present more than 7,000 trainees are involved in short-term projects. The courses embrace over 100 skills and the duration of the projects ranges from four to 52 weeks, depending upon the complexity of the skills involved.

Employment Standards

The employment standards program of the Department of Labour exists to promote the economic well-being and to prevent the economic exploitation of all working people. In 1963 a Labour Standards Branch was created to administer the legislation controlling conditions such as minimum wages, hours of work, vacations with pay and overtime. The nucleus of the Branch was the Industry Labour Board, which for many years administered some of the statutes that are now the responsibility of the Branch.

A new Employment Standards Act came into effect on January 1, 1969, consolidating into one statute a number of separate Acts dealing with working conditions and providing a basic framework to give employees and employers a clear outline of their rights and obligations in this field. At the same time, the name of the Branch was changed to the Employment Standards Branch. Officers of the Branch carry out regular inspections in addition to investigating complaints to ensure that the provisions of the Act are observed in all business and industrial enterprises.

Women's Bureau

Women workers now comprise a third of Ontario's labour force and Canada's first provincial Women's Bureau was founded in Ontario in 1963 in recognition of this fact. The service of the Bureau and its over-all task is to examine the nature, needs and extent of participation of women in the labour force. It plays a major role in encouraging and promoting maximum employment opportunities for women in the Province, and assists them in integrating into the work force as effectively as possible by advising them of areas of employment and training opportunities available to them.

Athletics Commissioner

Sport and physical education in Ontario receives assistance and encouragement through the Office of the Athletics Commissioner. Under The Athletics Control Act and its Regulations, the Commissioner supervises the licensing, taxing and operation of all amateur and professional wrestling and boxing in the Province. An increasing function of this Office is to assist, promote and encourage amateur sports by providing equipment and financial grants to minor athletic clubs.

Safety and Technical Services

During recent years every statute in the safety field has been rewritten or amended and updated to meet the new demands of industry, changing social conditions and accelerated technological advances. Enforcement powers have been strengthened and new and complementary approaches to accident prevention have been adopted.

The Department's Safety and Technical Services Division, created in 1965, acts as the co-ordinating head for five safety branches – Industrial Safety, Construction Safety, Elevator Inspection, Boiler Inspection and Operating Engineers. The Division conducts four main types of activities

in the development and administration of safety legislation: studies of hazards and their control, approval of designs, licensing of installations and personnel, and the enforcement of statutes and regulations.

All five branches are responsible to the Office of the Executive Director of Safety and Technical Services, who directs, supervises and co-ordinates their activities. The Executive Director also furnishes liaison with the Labour Safety Council of Ontario and other government departments, commissions and boards.

Industrial Safety Branch

The Branch is composed of two divisions: the Inspection Section, which inspects all industrial and commercial establishments in Ontario to check for unsafe conditions or practices, and the Engineering Section, which examines and reviews drawings of buildings to ensure that they will be safe for occupancy by employees and the public.

Construction Safety Branch

The concern of this Branch is the safety of workmen: during the construction, alteration, repair, demolition or removal of buildings or other structures, and of streets and highways; engaged in the excavation of trenches; engaged in underground work in shafts, tunnels, caissons, cofferdams, and working in compressed air.

Elevator Inspection Branch

Legislation respecting the safety of people using elevators, escalators, dumb-waiters, ski tows, lifts and construction hoists is enforced by the Elevator Inspection Branch. It is also responsible for the examination and review of drawings and specifications for proposed new or altered installations.

Boiler Inspection Branch

The function of this Branch is to inspect boilers, pressure vessels and plants and to examine their drawings. The Branch exercises a supervisory role over the activities of boiler inspectors of insurance companies who conduct inspections. It also tests the qualifications of welders and controls welding procedures used in the fabrication of boilers and pressure vessels.

Operating Engineers Branch

The Branch ensures competent personnel for the safe operation of such equipment as steam and hot water boilers, steam engines and turbines, refrigeration and air-conditioning systems, air and gas compression systems. The Branch, through a Board of Examiners, conducts the examinations and issues the Certificates of Qualification required by operating engineers and operators in Ontario.

The Labour Safety Council of Ontario was established in 1962 to co-ordinate programs at policy level and advise on all matters of safety education, enforcement and accident



prevention. It has since then been reorganized, its scope broadened, membership enlarged and permanent staff assigned to an Executive Director.

The Ontario Workmen's Compensation Board, although not part of the Department of Labour, reports to the Legislature through the Minister of Labour. The Board, which was formed in 1915 and was the first of its kind in Canada, is responsible for injured workmen, their rehabilitation, and payments of compensation while they are incapacitated.

Labour-Management Relations

The promotion and maintenance of harmonious labour-management relations is the main function of two sections of the Department of Labour—the Ontario Labour Relations Board and the Conciliation and Mediation Services Branch of the Department. Their activities are determined and guided by The Labour Relations Act, which establishes ground rules for collective bargaining between labour and management.

The Labour Relations Board

The Ontario Labour Relations Board is a quasi-judicial tribunal made up of neutral chairmen and representatives of both unions and employers. It administers a large part of The Labour Relations Act and its main responsibilities are: certifying unions as collective bargaining agents for employees; hearing, investigating and ruling on complaints of unfair practices by either unions or employers; granting permission to prosecute for violation of The Labour Relations Act; ruling on the legality or otherwise of strikes or lockouts; dealing with applications for termination of bargaining rights.

Conciliation and Mediation Services

Where a union is recognized under The Labour Relations Act as the bargaining agent for the employees, the union and the employer are obliged to bargain together in good faith to effect a collective agreement setting out wages, hours and other working conditions. The Conciliation and Mediation Services Branch's main function is to assist labour and management in resolving disputes when negotiations between an employer and a union have broken down.

Conciliation services, which the Department provides on the request of either or both parties, are available at two levels. At the first level, a conciliation officer is appointed to bring the parties together and assist them to reach a mutually satisfactory agreement. Should this attempt fail, the officer reports to the Minister, who may appoint a conciliation board (the second level).

A board is made up of a representative of each party, with a neutral chairman picked by the parties or, if they cannot agree, appointed by the Minister. The board canvasses the issues and tries to bring about an agreement. It reports to

the Minister on the outcome of its efforts and the Minister releases the report to employer and union. If there is still not agreement, the union is free to strike or the employer can lock out the employees.

After these formal proceedings have been exhausted, the conciliation officers, on request or otherwise, often resume mediation of the dispute. Their efforts at this stage frequently avert strikes or lockouts, or settle them after they have occurred.

Special Services

This group consists of those branches which provide supporting services to the operational functions of the Department. They include the Finance and Administration Division, the Legal Branch and the Systems and Automatic Data Processing Branch, which was established in 1966 to implement ways and means of increasing the capability and efficiency of the Department in carrying out its responsibilities.

Research Branch

While research had been conducted by the Department for some years, this was primarily restricted to the area of labour-management relations until 1965, when the new Research Branch came into being. Since then it has developed a fact-finding and evaluation role for the main activities of the Department.

The Branch provides information needed in formulating policy, legislation, programs and administrative practices. To accomplish this, the Branch operates two libraries and employs a group of research personnel of whom a third hold advanced degrees in economics, statistics or related areas.

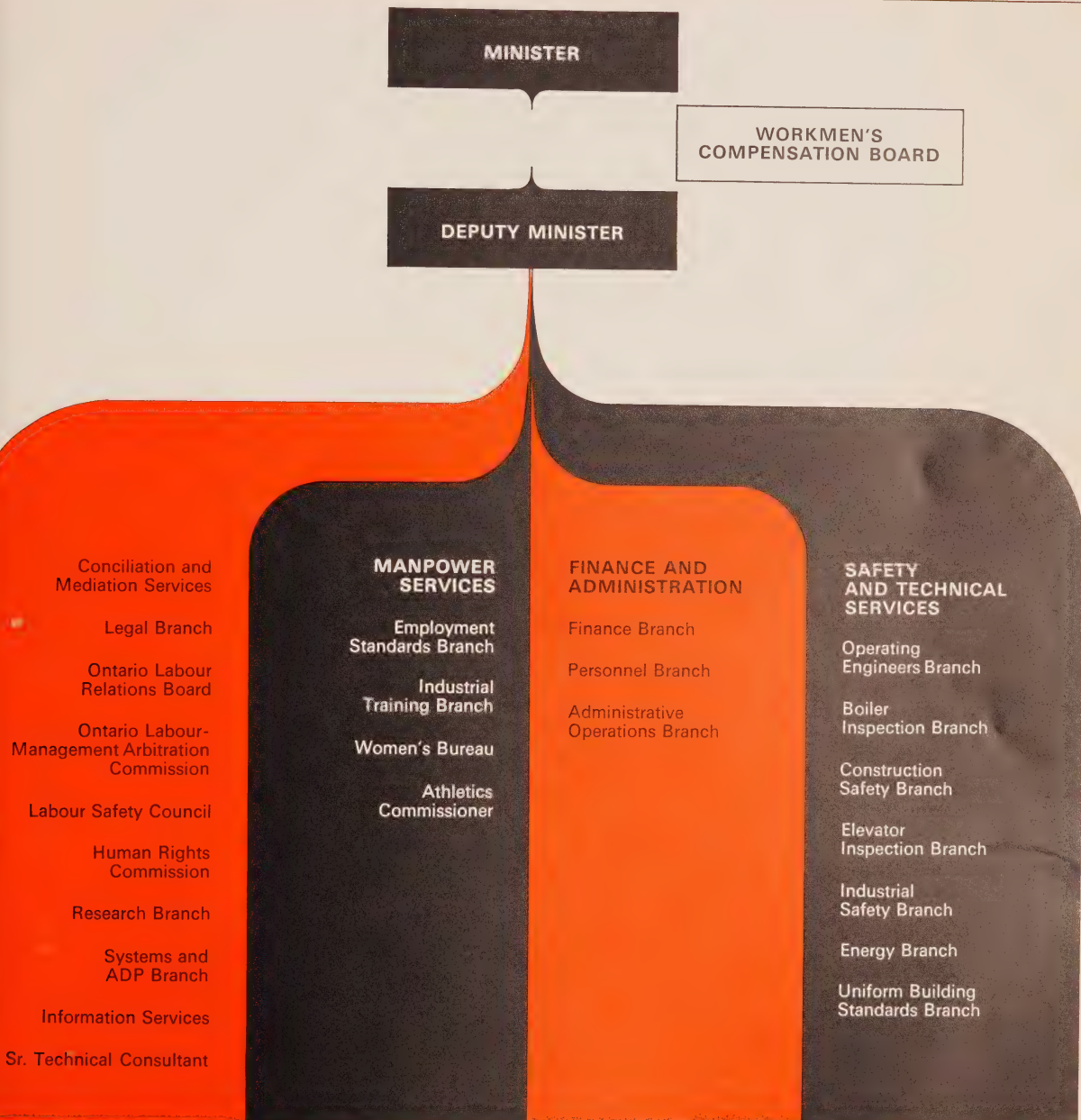
Human Rights

Ontario was the first province in Canada to enact a Human Rights Code, which came into effect in 1962 and is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. The Ontario Human Rights Commission is the branch of the Department of Labour administering this Code, which sets out the principle that every person is free and equal in dignity and rights, without regard to race, creed, colour, nationality, ancestry or place of origin.

The Code is designed to give basic protection to all from discrimination in employment, housing, publication and public accommodation. The Age Discrimination Act, which came into effect in 1966, is designed to protect the worker between the ages of 40 and 65 from being excluded from the labour market solely because of his or her age.

In administering the Code and the Act, the staff of the Human Rights Commission is responsible for investigating complaints and for conciliation, establishing boards of inquiry and, if necessary, prosecution. The Commission extends this work by carrying out a major educational program to increase public recognition and support of all human rights.

Organization Diagram





Manpower Services Division

Industrial Training Branch

Director

W.F. Davy

Since the turn of the century self-employment has steadily declined and working as an employee in business or industry has increased significantly. Today, therefore, manpower training programs are of major importance to our job-oriented economy.

To fulfil its role in this highly industrialized society, the Industrial Training Branch has the following objectives:

- a. to ensure an adequate supply of properly trained men and women at the journeyman level through an apprenticeship program;
- b. to provide industry with occupational skills by training the unemployed, and retraining or upgrading the under-employed through a short-term, training-in-industry program;
- c. to develop more flexible and effective methods of conducting industrial training by experimenting with different training techniques including the "modular" or "block" concept;
- d. to establish and maintain standards of proficiency in particular trades through a system of compulsory and voluntary certification.

Apprenticeship Training

The greatest asset Ontario possesses is the skills of its work force. The apprenticeship program provides the opportunity to bring together in a common effort the organizations which can contribute to the training of youth entering industry. To facilitate guidance to apprentices, employers, unions and secondary schools, 79 field counsellors promote apprenticeship throughout the Province.

In each group of regulated trades – construction, motive power and service – registrations increased slightly from 5,524 in 1968-69 to 5,845 in the year under review. A larger increase was evident in the non-regulated trades, from 867 to 1,164 as of March 31, 1970. Total contracts in force increased from 17,490 to 19,259.

Resident counsellors in the Toronto office conducted personal interviews with over 21,500 members of the public. Information sought ranged through apprenticeship, certification, qualification requirements, employment opportunities, language training to progressive achievement testing.

Resident counsellors are qualified in various trades and so can provide the specific advice required by each applicant. The seven counsellors who have already undertaken a course in conversational Italian are continuing their studies and have been joined by several members of the clerical staff.

Immigrant tradesmen constitute a major proportion of the persons interviewed. They are counselled in their own language by two qualified staff interpreters who translate their proof of education and trade experience as necessary. Sets of pamphlets are available in 13 languages, outlining various government facilities.

Progressive achievement testing is conducted in 17 cities across the Province. The test consists of a battery of 138 questions in English comprehension, numerical ability and mechanical reasoning. Applicants must normally be 19 years of age or older. During the year there were 2,614 applicants, of whom 1,609 were successful in indicating a knowledge level equivalent to Grade 10 or higher. Of these, 757 have already been registered as apprentices.

Trade Schools

Colleges of Applied Arts and Technology providing apprenticeship courses during the year included George Brown, Centennial and Humber (Toronto), Algonquin (Ottawa), Cambrian (Sault Ste. Marie), Fanshawe (London), Conestoga (Kitchener and Guelph), Sir Sandford Fleming (Peterborough), Loyalist (Belleville), St. Clair (Windsor), St. Lawrence (Kingston and Cornwall) and Mohawk (Hamilton).

The expanded facilities now permit each apprentice to attend three periods of related training: a basic course during the first year of apprenticeship, an intermediate, and an advanced course before completion of the contract. Tuition and travel costs are paid, as are allowances ranging from \$40 to \$103 a week.

Related training again showed a significant increase, with approximately 12,000 apprentices attending the colleges shown above, compared with 10,194 in the previous year. Over-all attendance shows the building trades leading, followed by motive power, service and industrial trades.

Attendance in each group was: electrician (2,254), plumber (1,241), sheet metal worker (954), steamfitter (394), carpenter (409), refrigeration (138), lather (136), bricklayer (83), electronic control (70), ironworker (67), painter and decorator (48), cement mason (15), and plasterer (13), motor vehicle mechanic (3,753), auto body repairer (362), service station attendant (27), alignment and brakes mechanic (23), heavy duty equipment mechanic (15), fuel and electrical systems mechanic (14), automotive painter (7), hairdresser (717), chef (195), barber (94), radio and TV service technician (53), baker (43), watch repairer (12), tool and diemaker (160), machinist (112), millwright (86), horticulturist (36), glazier and metal mechanic (31), meat cutter (11).

Night school courses for apprentices in the non-regulated machine trades were conducted at Conestoga (101) and St. Clair (252) colleges. A special course for 20 small-engine repairers was held at Quetico Centre.

Private Schools

No change has occurred in the number of private schools licensed by the Director to teach certified trades. Four barbering and 23 hairdressing schools enrolled 95 and 1,423 students respectively, compared with 93 and 1,437 in the previous year.

Certificates of Qualification

As of March 31, 1970, Ontario Regulations were in effect for 31 trades. Of these, air-conditioning and refrigeration workers, barbers, electricians, hairdressers, alignment and brakes mechanics, auto body repairers, fuel and electrical systems mechanics, motorcycle mechanics, motor vehicle mechanics, transmission mechanics, truck trailer repairers, plumbers, sheet metal workers, steamfitters, and watch repairers call for compulsory certification. Only registered apprentices and holders of Certificates of Qualification or Provisional Certificates may work at these trades.

The trades of cement mason, chef, dry cleaner, lather, automotive machinist, automotive painter, heavy duty equipment repairer, service station attendant, and radio and TV service technician are open to voluntary certification.

The remaining regulations include bakers, bricklayers, carpenters, ironworkers, masons, painters and decorators, and plasterers.

Certificates are issued only after examination. Initial issues totalled 10,490, of which motive power trades accounted for 3,304, electricians for 1,527, plumbers for 759 and hairdressers for 2,842. Of the 1,870 issued in the voluntary trades, heavy duty equipment mechanic was in the majority with 638.

Workers in certified trades who are employed in general industry are exempt from compulsory certification, but may apply voluntarily in order to secure proof of competence.

Examinations for the red Inter-Provincial Seal may now be attempted in the trades of air-conditioning and refrigeration worker, carpenter, electrician, motor vehicle mechanic, plumber and sheet metal worker.

Holders of Certificates of Qualification are now recorded on microfilm, and high-speed "readers" permit immediate identification of all details concerning an individual tradesman.

Provincial Advisory Committees

On the recommendation of the Director, the Minister may appoint members of the public for one, two or three years' tenure to advise on matters affecting the various trades. Committees are composed of equal representation from labour and management, with a senior member of the Branch as chairman.

The present list is composed of: in the construction trades — air-conditioning and refrigeration worker, brick and stone mason, carpenter, cement mason, electrician, glazier and metal mechanic, ironworker, lather, construction millwright, painter and decorator, plasterer, plumber and steamfitter, sheet metal worker, terrazzo, tile and marble setter; in the motive power trades — automotive machinist, heavy duty equipment mechanic, motorcycle mechanic, motor vehicle repair; in the service trades — baker, barber, chef, hairdresser, radio and TV service technician, watch repairer.

Short-term Training in Industry

The Occupational Training of Adults Act (OTA) authorizes the Province, in co-operation with the Federal Department of Manpower and Immigration, to institute training programs in firms requesting this assistance. The training may involve the unemployed and under-employed, or the up-grading or retraining of employees who through technological change may no longer be employable.

Duration of training may range from four to 52 weeks. Instructors are provided by the employer, with the company receiving financial assistance toward training costs.

Such training projects during the year involved 107 skills, with 7,443 trainees entering the program. Of these, 5,663 graduated to the required skill level.

"Block" or "Modular" Training

Further development in the use of the "modular" concept were introduced by Mr. W.F. Davy, Director of the Industrial Training Branch, in a paper presented to the Instrument Society of America in Montreal.

The concept examines a family or a group of similar occupations related by common characteristics, skills or materials, and analyzes the work functions. The tasks to be performed in each are determined and broken down into operational and related units. These units are then grouped into blocks of knowledge and arranged in a grid or matrix.

A curriculum is prepared for each block and performance standards are set. Those blocks which are common to all occupations are then annotated and arranged as a special group in the matrix.

Instruction for all related blocks would normally be provided in a College of Applied Arts and Technology while instruction in the operational blocks would be given on the job, using company equipment. A trainee would complete the common blocks and those other blocks leading to a particular skill. If he wished to acquire extra skills, he would merely complete the additional blocks needed.

In other words, he would expand his skill profile either laterally, vertically or both, without repeating work he had already covered. A company, on the other hand, would determine the work profile for each of its skill positions and it would be a matter of matching a worker's profile to a job profile to meet a need.

This system provides unlimited flexibility in that the worker may extend his training as dictated by job requirements or personal ambitions, while at the same time receiving accreditation for attainment as performance standards for individual elements of skill and knowledge are met.

Implementation procedures for the modular training concept are being thoroughly tested by means of pilot projects in operation in the metal working, synthetic fibres and petro-chemical industries and on the basis of these studies modifications are being made to provide a more streamlined and effective system of training.

Employment Standards Branch
Director
M.E. Howard

Pilot Projects

During the year under review the following pilot projects using the modular concept of training were conducted:

- a. The block system of training has been implemented on a pilot project basis for the metal working industry in the Windsor area. The program, which began with classes in instructional technique for supervisory personnel, has progressed to the point where skill training is now being provided on the job, concurrently with classroom instruction by St. Clair College in trade theory and related subjects.
- b. Occupational analysis of the carpentry trade was completed, training blocks developed and a new five-tier trade structure proposed with a significant reduction in training duration.
- c. Occupational analyses have been completed in the petro-chemical industry in the Sarnia area and a modular system of training developed. A pilot project is in progress in one major petro-chemical firm and in the early stages of development in a second firm. Training in practical skills is being carried out on the job, with trade theory and related training being provided by Lambton College of Applied Arts and Technology. It is anticipated that these pilot studies will provide the basis for development of a training program applicable to the petro-chemical industry in total.
- d. Development of a block system of training has been completed and a pilot study implemented in the synthetic fibres industry. Related training in this project is provided by St. Lawrence College of Applied Arts and Technology in Kingston.
- e. Preliminary work has been carried out with the Federal Department of Reform Institutions with a view to developing a block system of training for use in reform institutions.

This Branch administers The Employment Standards Act, 1968, The Industrial Standards Act, The Employment Agencies Act, and Schedules prescribing fair wages on government contracts. The legislation deals with working hours, minimum wages, overtime pay, pay for holidays worked, vacations with pay and wage protection, including collection of wages. Other areas are equal pay for equal work, and the licensing of employment agencies to ensure fair treatment for their clients.

Increase in Collections

In previous years the Branch was limited to the enforcement of minimum standards only. The Employment Standards Act, effective from January 1, 1969, broadened this to include powers of administration and collection where, by practice or agreement, employees were entitled to benefits in excess of these minimums. This is reflected in the substantial increase in collections made under the legislation.

The Branch employed 62 field auditors, some able to converse in other languages, including French, German, Italian, Polish and Chinese. These auditors worked in nine regions – five from headquarters in Toronto and one each in Hamilton, Ottawa, Sault Ste. Marie and Windsor. The auditors did payroll audits on both a routine and complaint basis, a complete audit being performed in all cases.

In the fiscal year, and with respect to all legislation administered by the Branch, 14,962 payrolls were audited, resulting in collection of arrears of \$1,484,416.98 from 8,879 employers. This money then was turned over to the 47,040 employees involved. A breakdown of these figures and other Branch data appears in the Statistics Section of this report.

Explaining Legislation

Over the past year and a half, the Branch has undertaken to "take the legislation to the public". Just prior to and immediately after January 1, 1969, members of the Branch were involved in a number of radio and television appearances in order to familiarize citizens of Ontario with the new Employment Standards Act. Branch personnel were also in demand to address employer groups and associations to explain the application of the legislation to that industry.

The Branch participated in a program started during the year to provide assistance to immigrants and others unfamiliar with Ontario laws. Called "Services for Working People", the project is a store-front office administered by the Ontario Human Rights Commission and other branches of the Department. It is located in a predominately ethnic district of downtown Toronto, with extended hours on four evenings a week.

Most of the inquiries dealt with during the year involved employment standards in the areas of minimum wages, overtime pay, vacation pay and unpaid wages. Advice was given on employees' rights and procedures. Many problems

were settled on the spot by means of a telephone call to an employer; others that could not be resolved immediately were noted and sent on for a complete investigation.

In 1969 the Branch provided and staffed a large office-type trailer which was placed in a strategic location at both the Canadian National Exhibition and the Western Fair in London. The staff answered several thousand queries from the public concerning employment standards and were instrumental in reducing to a very low degree the complaints received from employees at these fairs. This was in marked contrast to previous years, when a large number of complaints were received after the close of an exhibition.

As in other years, meetings were held by the Director with employer and employee associations to discuss legislation and receive briefs and submissions. The Director welcomed these opportunities to become more familiar with the day-to-day problems of various industries.

Personnel Training

The past year marked a departure from former methods of training and developing Branch personnel. Previously, new personnel were assigned to an operating region shortly after hiring. Most of their training depended on "on-the-job" exposure under a senior officer, usually in the Toronto area. Because of unavoidable differences existing between the Toronto and other regions, a uniform standard of training was not obtained.

In 1969 a seven-week head office training program was inaugurated. This combined both classroom and on-the-job instruction and ensured a much higher degree of uniformity. This training program also enabled some of the existing staff to become effective in an instructional role and contributed to their further development.

The Industrial Standards Act

The Industrial Standards Act provides legislation whereby employers and employees may petition the Minister of Labour for a schedule of hours of work and rates of wages. Such a schedule applies to a specific industry within a zone designated by the Minister. When a schedule is in force, it is binding on all employers and employees.

Three industries which have requested schedules under the act are the barbering, construction and needle trade industries. The Minister has designated nine construction industries to which schedules may be enforced. Zones both for the barbering and construction industry are defined on municipal boundaries. The needle trade industries, because of their inter-provincially competitive nature, have a zone defined and designated as the whole of the Province.

The Director of Employment Standards is responsible for the administration of the Act. Advisory committees appointed by the Minister for each Schedule have the authority to hear complaints of employers and employees

to whom the Schedule applies and generally assist the Department in carrying out the Act.

Committees must be comprised of both employer and employee representatives and with the exception of committees for inter-provincially competitive industries, they serve as unpaid members.

The latter committees have the right under the Act, subject to the approval of the Director, to assess employers and employees to provide funds for the administration and enforcement of their Schedules through their own inspection staff.

Three industries make use of the Act throughout the Province: the barbering industry, the construction industry and the needle trade industries.

The Minister has designated nine trades in the construction industry, all of which have Schedules for their industries, applying to various zones throughout the Province.

The Province of Ontario is also designated as a zone for six inter-provincially competitive industries: the ladies' cloak and suit industry, the fur industry, the ladies' dress and sportswear industry, the millinery industry, the men's and boys' clothing industry and the men's and boys' hat and cap industry.

Fair Wage Schedules on Government Contracts

In co-operation with other government departments, this Branch administers hours of work and wage Schedules where government-owned contracts are involved. This policy, instituted by an Order-in-Council in 1963, has been applied quite effectively since that date.

Such schedules and applicable labour conditions serve to ensure that fair wages are paid to all persons engaged in the construction of a government project. In addition, they provide reasonable hours of work for employees. By controlling these two basic factors, fair competition between contractors can be maintained and exploitation of workers eliminated.

During the fiscal year, the Branch has provided Schedules of hours and wages for other government departments and agencies, such as the Department of Highways, the Ontario Water Resources Commission, the Department of Public Works and the Ontario Housing Corporation.

Before tenders are invited for a specific project to be undertaken by any of the above departments, a Schedule of wage rates and labour conditions must be obtained from this Branch. Such Schedules then become a composite part of the contract.

Once a contract is awarded it becomes the responsibility of the Branch to ensure that the wage rates are paid and other labour conditions are enforced. Employment Standards officers conduct job-site interviews with both the contractor and his employees and, if required, a detailed payroll audit.

The Employment Agencies Act

The Act is administered by a Supervisor and controls the licensing and regulating of employment agencies in the Province. The legislation has a broad coverage, being applied to any business which for a fee, reward or other remuneration either assists employers to obtain employees, or helps people find employment.

Currently individuals, partners of a partnership or corporations are licensed to engage in the business of any one of four classes of employment agencies under the Act.

Class A agencies are concerned with finding persons for employment, the fee payable only by the employer. Class B agencies are concerned with finding employment for persons other than sitters and homemakers. Class C agencies find employment only for sitters and Class D agencies find employment for both sitters and homemakers.

The latter three classes may charge fees only to the persons for whom employment is procured and these fees are fixed by the regulations.

The largest number of employment agencies operate as Class A. Of the total 445 licences issued during the period, about 85 per cent permitted the licensees to carry on businesses under this classification. Several of these licences cover more than one location from which an employment agency is operated. A trend has been noticed in licensees carrying on employment agencies specializing in occupations and levels of employment; a licensee may, thus, operate more than one agency. A licence is required, of course, for each business; each licence must be for the same classification of employment agency.

The employment agency business has grown rapidly in recent years and is today considered to be a multi-million-dollar industry. This rapid growth has resulted in a large volume of work in the administration of the Act, particularly reflected in the year under review in the largest submission of applications for licence with, by far, the greatest issue of first and renewal licences.

Records show marked increases over previous high points of some 27 per cent of applications received and almost a third more first licences issued. Some of the new licensees represent expansion programs of employment agencies operating outside of Ontario, others carry on business under franchise agreements.

A full year has passed in enforcing the changes to regulations filed during the last few days of the previous fiscal year. Agencies are provided with the opportunity through these amendments in setting up proper procedures in referring persons for employment and in keeping records of persons applying for and referred to employment.

Inspection of Agencies

A program has been undertaken to investigate more employment agencies. Inspection of these businesses is not new in the areas of wage and vacation pay. The inspection now, however, seeks to establish if any activities of a busi-

ness come under the statutory definition of employment agency, and if there is compliance with all requirements of the legislation.

The Branch's inspection staff is being advised on methods of agencies' practices and procedures. In many cases, the investigation proves of benefit to operators of employment agencies in assisting them to establish and maintain improved methods of operation. Investigations have resulted in charges being laid against two operators after the close of the fiscal year.

The personal interview held by the Supervisor has continued in greater demand, and a large amount of assistance is provided by the service to persons seeking information on applying for licences and to those who need to correct their method of operation.

Persons registering new businesses as employment agencies are made aware by letter of the licensing requirements of the Act. This service is also provided to businesses already in operation and expanding their services to recruitment of personnel for clients.

A survey was made of the temporary help service industry to determine its services and method of operation.



**Women's Bureau
Director
Dr. L-R. Betcherman**

The Women's Bureau was established in 1963 in recognition of the growing importance of women to our economy. In 1969, 33 per cent of the total labour force in Ontario was female – an annual average of 1,000,000, up by 49,000 from last year.

The purpose of the Women's Bureau is to study the particular needs of women workers, to make recommendations to improve their position, and to assist in increasing the efficiency of their economic contribution.

The Bureau functions primarily as a research and information bureau on and for working women. Three basic groups of women are aided by studies, publications and programs produced by the Bureau. They are women already working, women who have been out of the labour force for a number of years raising families and who now wish employment, and teen-agers who have yet to decide what kind of careers they will pursue.

Women's Bureau Careers Centre

The outstanding characteristic of the female labour force is the increasing participation of married women. Before the Second World War only one out of 20 wives worked; today almost one of every three is working. This reflects a trend for women to re-enter the labour force at the point of diminishing family responsibilities. Statistics corroborate, since over the past 15 years the most rapid rate of increase in labour force participation has been among women over 35.

Owing to the discontinuity in their work lives, this group has a special need for advice on training and employment. On investigation the Women's Bureau found that such help was unavailable and in April, 1967 established its Careers Centre, an occupational counselling service for women in the Toronto area who have been out of the labour force for some years.

Begun as a pilot project, the Careers Centre has developed into a major function of the Women's Bureau. In three years of operation, 1,318 women have received in-depth interviews with a trained counsellor. Several thousand have been given occupational information by telephone or letter.

The counselling service is gradually being extended to centres outside Metro through scheduled visits of the Women's Bureau counsellors to the regional offices of the Department of Labour. Hamilton, Windsor and London are now being serviced on a rotational basis.

As well as the service, the Careers Centre is set up as a research project. In 1969 a major study based on a sample of 300 clients was produced. *Women Returning to the Labour Force: A First Report* describes statistically and qualitatively the motivation, problems and labour force potential of the mature female job hunter.

Vocational Guidance for Teen-Age Girls

The obstacles faced by Careers Centre clients in re-equipping themselves for the labour force has moved the

Women's Bureau to undertake a vigorous campaign to stimulate greater vocational concern among high school girls.

The objective is to reach these girls before they become tomorrow's mature women lacking employment skills. The importance of long-range career planning for this generation of female students cannot be over-estimated in light of the fact that they may expect to work for 25 years or more.

At the 1969 Canadian National Exhibition the Bureau presented a second in its exhibit series designed to broaden the career aspirations of teen-age girls. Ten young women in unusual health service careers, ranging from a marine mammalogist to a "whole body counter", were vividly presented through photo-stories and personal appearances. The series, intended to stimulate curiosity in unfamiliar careers through its title "You're a What?", has proved very popular with girls.

In an effort to carry these same messages beyond the urban centres, a travelling careers exhibit was launched in January, 1970. The portable, unmanned display features photo-stories of contemporary careers for girls. Through the co-operation of the Department of Education, the exhibit has travelled a circuit of Northern Ontario high schools. Beginning with the 1970-71 school term, the display is scheduled to visit schools throughout Southern Ontario.

Distribution of the Bureau's vocational literature, written especially for female students, has proved an effective reinforcement to the exhibit projects.

Legislation Pertaining to the Female Labour Force

While attempting to improve the occupational qualifications of girls and women through vocational information and counselling, the Women's Bureau gave high priority to the question of legislative action to improve the status of women workers. In 1968 a departmental study group was established to assess the effectiveness of different approaches to the problem of providing equal employment opportunity for women, and in the past year its recommendations were presented to the Minister.

Information

The Women's Bureau conducts a wide public education program through distribution of its literature, speaking engagements, television and radio appearances, provision of source material for articles and programs on working women, and a specialized pamphlet and clipping library for the use of the interested public.

In the past year approximately 66,500 pieces of literature published by the Bureau were distributed to schools, unions, business and industry, community groups, women's organizations, as well as to individuals. Especially in demand were the *Career Selector*, the second *You're a What?* brochure, which gives short autobiographies of unusual careerists in the health and paramedical field, and a new edition of the popular *Law and the Woman in Ontario*.

Summary

With the initiation of the travelling counselling service, the Women's Bureau Careers Centre has developed from a pilot project in Metro Toronto into a permanent program with potential for serving women on a Province-wide basis.

In addition, the new emphasis on youth through the popular "You're a What?" program, which is designed to stimulate long-range career-planning on the part of girl students, is bringing the Women's Bureau to the attention of the upcoming generation of working women.

With the report of the departmental study group on sex discrimination in employment, 1969 saw the culmination of two years of intensive research into the problem in Ontario and thorough investigation of remedial legislation in other jurisdictions.



Information Services

Director

J.W. Preiner

The Information Services Branch provided a broad range of internal and external services during the year in response to public demand for information about programs, functions and activities of the Department.

The extensive operations of the Branch included Province-wide display and exhibition activities; continuous liaison with the Ontario news media; publication of a departmental magazine and numerous brochures, pamphlets and booklets; advertising and promotional campaigns; preparation and distribution of news releases and feature articles; establishment of information and Press liaison facilities at departmental and other conferences; and generally assisting operating branches to enact or promote special projects.

During the 1969-70 fiscal period the Branch sponsored displays at various exhibitions and industrial shows and throughout Ontario to inform the public of the Department's activities and to stimulate employer-employee interest in industrial training.

Permanent Exhibit

Major displays were features of the Central Canada Exhibition, Ottawa, Lakehead Exhibition, the Western Ontario Fair and Windsor's Careers Exposition. The permanent Department of Labour exhibit established in the Ontario Government's Rainbow Bridge reception area at Niagara Falls was maintained.

Plans were initiated for a new portable display for use by the Industrial Training Branch and a trailer display and information service was arranged for the Employment Standards Branch at the Canadian National Exhibition and Western Ontario Fair.

Labour-management negotiations, involving participation of the Department's Conciliation and Mediation Services Branch officers, entailed frequent and, at times, intensive Branch liaison with news media representatives. A senior staff member was assigned to assist the Conciliation and Mediation Services Branch in such liaison.

The editorial program included preparation and publication of the Department's magazine, *Task*. Issued quarterly, the magazine was distributed to a list of approximately 20,000 individuals, including employers, trade unions, universities, secondary schools, libraries, daily and weekly newspapers, several associations, as well as the Department staff. Topics covered included an examination of immigrant tradesmen and the language barrier, women returning to the labour force, mediation and short-term training.

The publications section was also engaged in the preparation of editorial material associated with the production of booklets and brochures.

New pamphlets relating to apprenticeship training were published for hairdresser and motive power trades.

The Branch also handled publication of several other brochures and folders. Among them were:

A New Way to find Skilled Help (Industrial Training Branch)
Industrial Safety
Construction Safety
Boiler Inspection
Operating Engineers } Safety and Technical Services Division
Working in Ontario (Industrial Training Branch), produced in English, French, Italian, German, Portuguese and Greek
The Employment Standards Act (Employment Standards Branch)
Women Returning to the Labour Force (Women's Bureau)
Law and the Woman in Ontario (Women's Bureau)
You're a What? (Women's Bureau)

Advertising

An extensive advertising campaign to describe the services of the Department was completed by the advertising section. Advertisements directed toward employers, employees and the general public were placed in Ontario daily and weekly newspapers.

Advertising was also placed on behalf of the Women's Bureau, the Ontario Human Rights Commission and the Personnel and Employment Standards Branches. In addition, institutional advertising was also prepared for several organization and association papers.

News releases and a series of special feature articles relating to the varied departmental operations were widely used by daily and weekly newspapers, ethnic and trade publications and also by news departments of the Province's radio and television stations. In addition, the section handled Press liaison duties during departmental regional conferences.

Additional activities included publicity for apprenticeship graduation ceremonies, safety seminars, the Women's Bureau and other departmental events.

Office of the Athletics Commissioner Commissioner L.M. McKenzie

The Athletics Commissioner, under the direction and control of the Minister of Labour, assists in the administration of The Athletics Control Act and the Regulations made under the Act. In its administrative principles this legislation provides for the supervision of all amateur and professional boxing and wrestling contests and exhibitions in Ontario.

An important part of the work of the Athletics Commissioner is to issue licences to boxers and wrestlers and to other persons concerned with boxing and wrestling contests and exhibitions, and to assist, promote and encourage organized amateur sports and sport associations.

During the fiscal year 1969-70, a total of 568 boxing and wrestling licences were issued, bringing a revenue of \$2,882. Tax receipts from professional boxing and wrestling events amounted to \$10,070.91.

Assistance to Amateur Sports

New equipment was donated to some 1,300 associations sponsoring such minor amateur sport as softball, baseball, basketball, football, hockey, lacrosse, soccer, track and field events, boxing and wrestling. Approximately 70,000 athletes were connected with these associations. This form of assistance to and encouragement of minor amateur sport represented an expenditure of \$113,689.48.

Donations amounting to \$8,360.39 in the form of trophies, plaques, crests and medals were made to individuals and teams winning Ontario Championships. Printed material, such as rules and regulations on sports, instructional pamphlets and score cards, is provided free of charge.

Grants

Assistance in the form of financial grants during the year amounted to \$17,950.

The Hamilton Canusa Games Committee received a grant of \$500 to assist in defraying expenses involved in hosting the Twelfth Annual Canusa Games held in Hamilton.

The Irish Canadian Rugger Club received a grant of \$600 to assist their club to participate in a rugby tournament in the US and a grant of \$500 was made to the Port Colborne Comettes Softball Team to assist their team on a good will tour in the US.

Other grants were: \$750 to the Ontario Water Polo Association to assist in the purchase of equipment; \$500 to the Ontario Region of the Canadian Water Ski Association for equipment; \$500 to the Canamer Games, Brantford, Ontario to assist them in hosting this international competition in Brantford; \$750 to the Burlington International Games to assist in sending participants from the town of Burlington, Ontario to Burlington, Vermont for international competition; \$500 to the Galt National Little League towards the expenses of their trip to the Canadian Finals in British Columbia; \$1,000 to the Galt Hornets Senior Hockey Club to assist their club to participate in interna-

tional hockey competition in Europe; \$1,000 to the Ontario Section of the Canadian Amateur Swimming Association for their 1969 swimming fund; \$900 to the Ontario Amateur Wrestling Federation to assist in sending athletes to compete in meets throughout North America; \$750 to the Ontario Weightlifting Association to assist in defraying administrative and travelling costs incurred during 1969; \$3,250 to the Ontario Division of the Canadian Amateur Ski Association towards the purchase of equipment; \$750 to the Toronto Wanderers Rugby Union to assist in the expenses of their tour of Great Britain.

Two Ontario branches of the Amateur Athletic Union of Canada received grants to assist in the operating expenses of their branches: Thunder Bay Branch (\$400) and

Central Ontario Branch (\$750). Grants were also made to the following organizations to assist in their administrative programs for 1969: Ontario Rural Softball Association, \$600; Ontario Baseball Association, \$750; Ontario Team Handball Federation, \$200; Ontario Minor Lacrosse Association, \$750; Ontario Amateur Speed Skating Association, \$750; Ontario Amateur Basketball Association, \$750; Ontario Rural Hockey Association, \$750.





Safety and Technical Services Division

Executive Director **H.Y. Yoneyama, P.Eng.**

The Safety and Technical Services Division directs a number of activities in the development and administration of safety legislation: the study of hazards and their control; publication of codes and standards; review and approval of designs; licensing and certification of installations and personnel; field enforcement of statutes and regulations; and technical training of inspectors.

The Division acts as co-ordinating head of five operational branches: Operating Engineers, Boiler Inspection, Elevator Inspection, Construction Safety and Industrial Safety. Liaison is also maintained with other agencies of government and the private sector.

During the fiscal year ending March 31, 1970, the Department signed a contractual agreement with the Federal Department of Labour. This agreement provides authority for the provincial safety inspectors to conduct inspections of federal public service premises and premises operated by private sectors but coming under federal jurisdiction. The staff of the Industrial Safety, Boiler Inspection and Elevator Inspection branches of the Division will be carrying out the inspections, with an anticipated increase in work load of about 6 per cent.

A new Codes and Standards Section, under the direction of a professional engineer, is publishing standards of guarding and safe work practices which will meet the requirements of all the safety legislation enforced by the Division.

A training engineer has also been added to the staff to establish formal training programs which will raise the qualifications of all the inspection forces. Knowledge of new equipment, materials and processes, as well as the art of written and oral communication, will increase inspectors' understanding and their ability to advise employers and employees of violations.

Industrial Safety Branch **Director** **J. McNair, P.Eng.**

The Director of the Branch is a professional engineer and in order to facilitate the application of some portions of The Industrial Safety Act, he also has the title of Chief Inspector. The branch has two roles, one being engineering and the other field inspection and enforcement.

The engineering staff examines and approves drawings and specifications of factories, shops, office buildings, and grain elevator and foundry ventilation systems prior to their construction or alteration.

The examination includes a check of the structural stability of the buildings, a survey of means of rapid egress in case of fire and a thorough appraisal of the possible health and fire hazards which may arise because of the manufacturing processes to be carried on in industrial plants.

The field inspection staff makes inspections of industrial establishments and issues corrective directions regarding unsafe machines and practices, inadequate ventilation, fire safety, sanitary facilities and poor housekeeping. Many of their visits are at the invitation of management, who often seek and value the advice of the officers when contemplating the introduction of new machines or processes which may be hazardous. They also investigate complaints and resolve labour-management differences where safety is concerned.

Engineering Services

The policy of providing the services of professional engineers in District Offices as well as in Toronto was continued during the year, with engineers in Windsor, London, Kitchener, Hamilton and Ottawa. The engineers approve drawings of all factories and the larger shops and office buildings, and 3,993 such approvals were made of projects to a total value of \$652,091,133. Revenue of \$537,051 was derived from the fees charged for this service. In addition, the engineers provided professional advice to the field staff while making 381 inspections.

Under the Chief Engineer, there are 11 professional engineers on the staff – six in Toronto and one each in Ottawa, Kitchener, London, Windsor and Hamilton.

Field Services

A major reorganization both of personnel and methods was begun with the introduction of the Automatic Data Processing System. The field staff was organized into 12 Regions, each with a manager, located in District Offices – in Toronto (5), Windsor, London, Kitchener, Hamilton, Kingston and Thunder Bay.

The first phase of the ADP System, involving the scheduling of inspections, the pre-printing of information on the report forms and the subsequent control data, provides the field services with a useful tool for more effective use of the inspection forces. The directions left by the industrial safety officers are automatically followed up and this enables re-inspections to be made where necessary.

**Construction Safety Branch
Engineer and Chief Officer
R.K. Cleverdon, P.Eng.**

Non-compliance with the requirements of the legislation resulted in 98 charges being laid and a total of \$19,235 in fines being levied.

The personnel of the field services comprise an administrator (not yet recruited), 12 managers, 62 industrial safety officers and nine industrial safety representatives.

Administration

The office staff underwent the same type of reorganization as the field services in order to process smoothly the flow of data and reports to and from the computer and to distribute the material to the appropriate individual manager and inspector. A beginning was made on the program of developing the production and use of meaningful accident statistics from the Form 7 accident reports received from the Workmen's Compensation Board.

Branch Statistics

| | 1968-69 | 1969-70 |
|------------------------------|----------------|----------------|
| Non-fatal accidents reported | 29,749 | 69,969* |
| Fatalities | 53 | 46 |
| Inspections | 47,755 | 59,159 |
| Directions issued | 41,859 | 39,507 |
| Directions completed | 38,484 | 37,346 |
| Revenue | \$393,667 | \$537,051 |
| Personnel | 123 | 120 |

*In May, 1969, arrangements were completed for copies of all Form 7 accident reports received by the Workmen's Compensation Board to be made available to the Branch. The large increase is accounted for by the difference in numbers between the accident reports submitted under the legislation and the Form 7 accident reports actually received by the Workmen's Compensation Board.

This Branch is concerned with the safety of workmen engaged in the construction, alteration, repair, demolition or removal of buildings or other structures, streets and highways, in the excavation of trenches and in underground work in shafts and tunnels, caissons, cofferdams and work under compressed air on such projects.

The Branch, which is headed by a professional engineer, is responsible for the administration of three pieces of legislation concerning the safety of workmen on construction projects.

The Trench Excavators' Protection Act

The inspection and enforcement of the requirements of The Trench Excavators' Protection Act is carried out by over 1,100 municipal trench inspectors appointed by the 921 local municipalities. Provincial inspectors instruct, advise and assist the municipal trench inspectors, and directly enforce the Act in unorganized territories in the territorial districts of Northern Ontario.

An annual report must be prepared by the senior municipal trench inspector for the council of his municipality, giving statistical information on the length of trenches excavated and other relevant data. Approximately 1,680 miles of trenches were excavated in Ontario in 1969. Reports were received from the inspectors of 782 of the 921 municipalities, giving an effective picture of the scope of operations under this Act.

Three workmen were killed on trenching projects but none of these deaths was caused by a cave-in. Further details appear in the tables in the Statistics Section.

The Construction Safety Act

The responsibility for carrying out inspections and enforcing the requirements of The Construction Safety Act is placed on 106 of the larger municipalities in Ontario, who have appointed 263 inspectors for this purpose. The remainder of the Province is covered by provincial inspectors. Mandatory appointments are required to be made by 38 counties, 34 cities, six separated towns, one separated township, four local municipalities over 50,000 population, the five boroughs of Metropolitan Toronto, and 19 local municipalities over 5,000 population in the territorial districts.

Forty-one workmen were fatally injured on projects under The Construction Safety Act, 38 occurring within the municipalities required to appoint an inspector and the remaining three in the territorial districts. Details appear in the tables in the Statistics Section.

Ontario Regulation 100/63

This Regulation, made under Section 10 of The Department of Labour Act, deals with such underground work as the construction of shafts, tunnels, caissons, cofferdams and projects under compressed air. It is enforced throughout the Province by four inspectors of caissons and on certain

projects in Northern Ontario by the construction safety officers located there. During the year, 419 projects were under inspection under this Regulation, of which 100 were tunnels over 50 feet in length. The total length of tunnels under inspection was over 60 miles, and of these projects 12 were carried out under compressed air.

There were over 31,000 decompressions of compressed-air workers during the year but none of these men reported a case of compressed-air sickness. One workman was fatally injured on a tunnel project during 1969. There has only been one fatality due to a cave-in in a tunnel project in Ontario in the past seven years.

Branch personnel comprised the chief officer (professional engineer), three district engineers (professional engineers), 14 construction safety officers, four inspectors of caissons, three stenographic and clerical staff. Construction safety officers are located in Hamilton, Kitchener (2), London, Kingston, Ottawa, Sudbury and Thunder Bay, and six work from the Toronto office.



Elevator Inspection Branch

Chief Inspector

F.W. Ehmke

Provincial legislation provides for the safety of persons using elevators, escalators, dumb-waiters, incline lifts, ski lifts, ski tows and construction hoists, thus broadening the scope of the Department's accident prevention services to encompass the field of public safety. The safe mechanical condition of these devices is enforced under The Elevators and Lifts Act and The Construction Hoists Act.

The Chief Elevator Inspector administered and enforced these Acts and their Regulations with the assistance of a staff of 81 at the close of the fiscal year under review, 47 of which were inspectors and seven supervisor inspectors. There were approximately 16,958 elevating devices and 166 construction hoists actively operating in Ontario during this period.

The Branch is also responsible for licensing the operation of such installations, investigating equipment failures or accidents arising from their use, and examining and approving drawings and specifications for new installations or proposed alterations to existing installations.

The owner of the installation, as defined in these two Acts, is required to maintain the installation in a safe operating condition, to operate only when licensed, and to advise the Chief Inspector of any accidents occurring on same.

Contractors

During the year there were 85 registrations of contractors, 12 of which were first registrations.

Drawings

A total of 1,027 drawings and specifications was approved; 987 concerned new installations and 40 involved major alterations. Forty-eight drawings for workmen's hoists were also approved. There were 298 revised drawings approved under The Elevators and Lifts Act.

Inspections

A total of 38,527 inspections were carried out during the year, an increase of 5.19 per cent over the previous year. This figure includes 70 inspections of elevating devices which are not applicable under The Elevators and Lifts Act. There were 11,569 safety tests witnessed, 183 of which resulted in functional failure on initial tests.

There were 51,628 directions issued during the year for improvement and licensing: 17,156 dealt with freight elevators and 29,150 with passenger elevators.

Shut-downs were ordered in 1,379 cases and the devices remained shut down until unsafe conditions were remedied. There were 256 installations dismantled, of which 119 were freight and 50 were passenger elevators.

During the year under review inspections of construction hoists decreased from 1,966 to 1,621; 349 of these were on workmen's hoists. This decrease is attributed to fewer hoists being in operation.

Owners of elevating devices reported 663 accidents during the fiscal year, involving 718 persons. Of the 594

injured, 380 were riding escalators and injuries were, in most cases, attributed to passenger carelessness. There were two fatal accidents, one on a passenger elevator and one on a freight elevator. There were four hoist accidents which resulted in five persons being injured, one of them seriously.

Prosecutions

Fifteen charges were laid during the fiscal year which resulted in convictions. Eleven charges were under The Elevators and Lifts Act and Regulations and four were under The Construction Hoists Act and Regulations.

The 11 charges under The Elevators and Lifts Act and Regulations were as follows: six for not complying with the inspectors' directions; two for not submitting drawings for approval; one for operating an unlicensed installation; and two for failing to report an accident causing injury. The fines levied by the court on these charges totalled \$680.

The four charges under The Construction Hoists Act and Regulations were as follows: two for installing a hoist without obtaining permission; one for placing a hoist into service without an inspection; and one for permitting the operation of a hoist without it being licensed. The fines levied by the court on these four charges totalled \$550.

Licences

A total of 16,945 initial, duplicate, transfer and renewal licences were issued during the year, covering all types of elevating devices. There were 9,677 licences issued for passenger and 4,783 issued for freight elevators.

Licences for construction hoists totalled 268, a decrease of 53 from the previous year's total. There was also one duplicate licence issued which was not included in this total. This total was due to fewer hoists being in operation during the year under review.

Revenue

Revenue under The Elevators and Lifts Act was \$545,519.66, an increase of 50.46 per cent over the previous year.

Under The Construction Hoists Act revenue was \$33,745.80, an increase of 62.28 per cent from the previous year.

Boiler Inspection Branch Director R.F. Hawkins, P.Eng.

The Boiler Inspection Branch is concerned with the safe construction of boilers, pressure vessels and associated equipment, both for installation in Ontario and for export beyond our frontiers.

The Director and Chief Inspector, who is a professional engineer, and his staff of an assistant, two professional engineers, an examiner of designs, an examiner of welding, four supervisors and 45 inspectors, exercise control over the design, fabrication, installation and maintenance of pressure vessels and their associated piping.

In addition the Branch conducts periodic checks of boilers and pressure vessels in operation, approves welding procedures for the numerous manufacturing processes, and tests and qualifies the welding operators.

A supervisory role is exercised over the activities of insurance inspectors who conduct inspections under The Boilers and Pressure Vessels Act, and they are examined and certified by the Branch.

Boilers and pressure vessels entering the Province must meet the Branch standards and close liaison is maintained with international code and inspection authorities to ensure compliance with the Act.

The Director represents the Department on several Canadian Standards Association code committees and the Conference Committee of the American Society of Mechanical Engineers. These committees formulate advisory codes used by the industry.

Designs Registered

Branch officers conducted 82,388 inspections of boilers, pressure vessels and refrigerating equipment. A total of 2,292 designs were registered, 11,639 welders tested, and 276 certificates of competency and renewals issued.

Approval inspections of repairs numbered 3,913 and 59 boilers and pressure vessels were condemned as unfit for further service. There were 21 accidents reported, which resulted in two fatal and 14 non-fatal injuries. In each case corrective measures were instituted to prevent a recurrence.

Revenue from approvals and inspection fees totalled \$445,718.45.

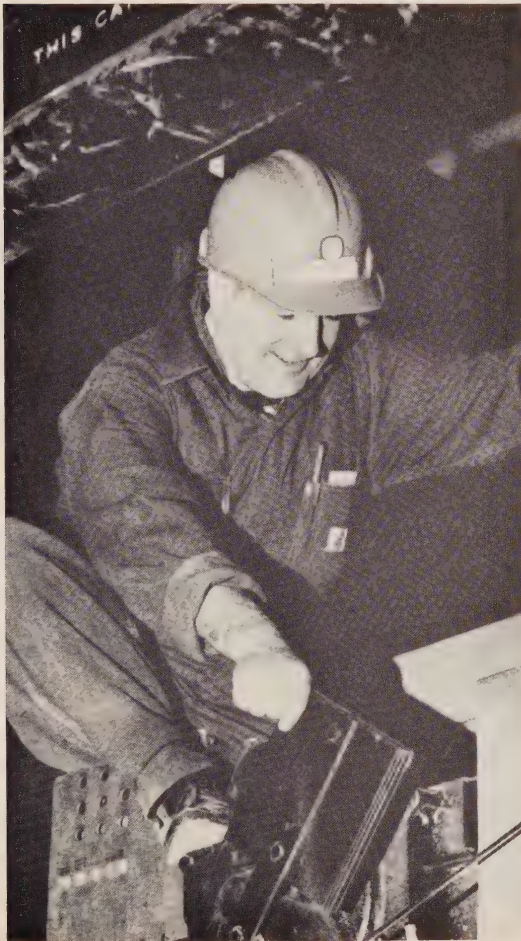
The advancing nuclear power generation installations continued to make increasing demands on the Branch and a training program was started in industrial radiography, ultrasonic testing, and other non-destructive inspection techniques to enable the staff to cope with the increasing complexity of the new materials and technology.

Workshop Survey

To provide parallel service at the fabrication stage, shop qualification teams were set up during the year to survey workshops and assist manufacturers to achieve approval recognition from the international standards authorities. This has been of particular value to those manufacturers engaged in the export business.

Branch systems were organized to handle the inspections of Federal Public Service buildings and those in the private sector falling under the jurisdiction of the Canada Labour (Safety) Code.

In internal operations, ADP facilities were extensively employed on geographical inspection frequency realignment, annual reassessment of regional and inspector work load, and automatic tracing of new vessel installation location. Continuing research will proceed in the 1970-71 fiscal year on conversion from manual to automatic systems where these are operationally desirable and of economic benefit.



Operating Engineers Branch Chief Officer D.B. Shaw

The role of this branch is to ensure that competent personnel are operating all steam heating and power plants, compressor plants and refrigeration plants falling in the categories designated by The Operating Engineers Act.

Legislation changes affecting the operation of the Branch were enacted on May 15, 1969. The Operating Engineers Act R.S.O. 1965, Chapter 92, was proclaimed, simultaneously repealing The Operating Engineers Act R.S.O. 1960, Chapter 282.

The revised legislation separates the function of the Board of Examiners from that of the power plant registrations and enforcement procedure. The Branch administrator is the Chief Officer. The Board of Examiners comprises four members who are responsible for the examination and certification of operating engineers. A supervisor and seven inspectors are responsible for plant registrations and subsequent enforcement procedure.

The purpose of the Act is to classify a power plant in accordance with its thermal output and in the interest of safety ensure that the power plant is operated and maintained by competent operating engineers.

Registration of Plants

The revised legislation provided for a change in the method for calculating the rating of a power plant. The power output of a plant is now expressed in Therm-hours.

The fiscal year ending March 31, 1970 provided the following statistics: 2,304 registered plants on record (these include the registration of 47 new plants and the deletion of 369 due to demolition, purchasing steam or declassification); 856 registered sub-plants, comprising plants which are temporarily exempt from the Act because they are not in commission or are declassified for other reasons and accordingly must be inspected at regular intervals.

Examination and Results

The number of applicants for Certificates of Qualification as operating engineers or operators examined by the Branch's Board of Examiners during the year totalled 2,519. Of this total, 581 (23 per cent) failed to pass the requisite examination.

Of the 2,519 applicants before the Board for examination, 1,507 were examined in the city of Toronto and 1,012 were examined at other centres in Ontario. While a total of 2,639 examinations were written, this should not be confused with the actual number of candidates (2,519) accepted for examination, since several candidates repeated the examination before obtaining a certificate.

In addition to the examinations conducted under The Operating Engineers Act, the Board examined the qualifications of 21 applicants for a certificate of competency under The Boilers and Pressure Vessels Act.

Certificates of Qualification

The total number of certificates of qualification issued in the fiscal year was 29,354. This represents 27,416 renewal certificates and 1,938 by examination, 86 less than the previous year.

There are 35,370 operating engineers registered as of March 31, 1970. Of these, 6,016 failed to renew their certificates for 1970. Twenty provisional certificates were issued.

General

The rating of a power plant was previously expressed in an arbitrary manner as horse-power; it has been changed to Therm-hours, which is based on its actual B.T.U. output. One Therm-hour is equivalent to 100,000 B.T.U.s. The change in the method of rating a power plant resulted in the conversion of office records to the new system.

The Operating Engineers Handbook was revised to conform to the 1965 Act; copies have been distributed to individuals and organizations concerned with power plant operation and safety.

The Department of Labour is represented by a member of the Board on the examination committee for the Atomic Energy Control Board.

During the year 6,271 inspections were made by the Branch inspectors; of these, 4,607 were industrial power plants and 1,964 were hoisting plants.

A total of 207 violations were reported and 350 (including a backlog) corrected by March 31, 1970.

A number of interviews were arranged between the Chief Officer and plant owners, consulting engineers, representatives of labour organizations and other interested parties. Assistance and advice were offered on such matters as staffing new plants with certificated engineers to comply with the requirements of the Act, alterations to plant equipment and layout, study and examination procedure and correcting infractions of The Operating Engineers Act.

The Chief Officer and, on occasions, the members of the Board of Examiners addressed several interested groups on such topics as the intent and application of the 1965 Operating Engineers Act, and examination procedures.

Board meetings were held at regular intervals to discuss and rule on problems connected with the Act.

Four prosecutions were laid against plant owners.

Two fatal accidents related to operation of plants registered under The Operating Engineers Act were reported.

Net revenue collected under The Operating Engineers Act for the fiscal year 1969-70 totalled \$182,812.94.



The Labour Relations Board and the Conciliation and Mediation Services Branch are concerned with the maintenance and promotion of labour harmony throughout the Province. Both bodies operate under The Labour Relations Act, which establishes ground rules for collective bargaining between labour and management. The Board is primarily responsible for ruling on bargaining rights and unfair practices issues. Conciliation and Mediation Services assist in actual bargaining upon the request of either or both parties when they are unable to reach an agreement.

Ontario Labour Relations Board Chairman G.W.T. Reed, QC

The Ontario Labour Relations Board administers a large part of The Labour Relations Act, of which the following are major areas of its jurisdiction: certification of trade unions as collective bargaining agents for employees, termination of bargaining rights, declarations of unlawful strikes and lockouts, investigation and hearing of complaints of unfair practices in employment, granting leave to prosecute for alleged violations of provisions of the Act, and from September, 1966, the settlement of jurisdictional disputes.

Composition

The Board is composed of a chairman, five vice-chairmen, one of whom is designated as alternate chairman, five employer representatives and five employee representatives, all appointed by the Lieutenant-Governor in Council. Under the Act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division. The chairman is required to designate one of the divisions as the construction industry division to deal with certification and termination applications in the construction industry. This division has also been used in most jurisdictional dispute cases.

Location of Hearings

It is common for three divisions to be sitting simultaneously, sometimes in different parts of the Province. While most cases are heard in Toronto, complaints involving discrimination in employment or cases involving a substantial number of witnesses are generally heard at or near the municipality in which the employer is located. In addition, investigations by field officers into complaints of discrimination in employment, inquiries by examiners into various matters as directed by the Board and representation votes conducted by returning officers are normally held at or near the premises of the employer.

Board Reports

The Board publishes a monthly report which is available free of charge to the public. The report contains a list of the cases disposed of, the texts of decisions and statistics of the Board's operations in the month of reference. It also includes policy statements of the Board as they are issued. All policy statements issued up to the end of the fiscal year have also been incorporated in the Board's latest issue of *Rules of Procedure, Regulations and Practice Notes*.

The 12 issues of the Monthly Report for the fiscal year 1969-70 totalled 1,480 closely typed pages. Of this number 1,138 reported the full texts of 406 Board decisions, under the heading "Indexed Endorsements"; 308 listed the cases disposed of by type; 20* presented statistical information; and 14 contained significant portions of decisions in construction cases, under the title "Excerpts from Decisions in Construction Industry Cases".

*During the year statistics of the Board's operations have been reported on a quarterly basis instead of on a monthly basis. This accounts for a drop from the 61 pages noted in previous annual reports.

Amendment to Act

On January 27, 1970, the Supreme Court of Canada issued its decision in *Reg. v Ontario Labour Relations Board, ex parte Metropolitan Life Insurance Co.*, quashing a decision of the Ontario Labour Relations Board made on August 29, 1967. In its decision the Supreme Court of Canada held that the Board had failed to comply with the Act in determining whether employees in a certification application were members of a trade union. The Board had issued a policy statement on February 16, 1951 setting out the criteria the Board would use in determining acceptable evidence of membership in a trade union.

The result of this decision by the Supreme Court of Canada was that a policy which the Board had applied for 19 years was called into question. The situation was remedied by an amendment to The Labour Relations Act, which incorporated the Board's policy concerning membership in a trade union into the Act itself. The Labour Relations Amendment Act, 1970 received Royal Assent and came into force on March 19, 1970.

Summary of Operations

The Board employs a field staff to assist it in the administration of the Act. Thus, under Section 65 of the Act, the Board may appoint a field officer to investigate complaints of unfair practices in employment. The function of the field officer is to try and effect a settlement of the complaint and, if unable to do so, to submit a report to the Board.

Again, in representation cases, the practice of the Board is to appoint an examiner to take evidence at the premises of the employer on such matters as the composition of bargaining units, the duties and responsibilities of specified persons and the accuracy of lists of employees submitted by employers. The examiners conduct formal hearings and submit formal reports to the Board and to the parties. Further, returning officers are used to conduct representation votes which have been directed by the Board.

Finally, the field staff of the Board is being called on with increasing frequency, although on a purely voluntary basis, to conduct votes in connection with strikes, the ratification of collective agreements and the selection of union officers.

During the fiscal year 1969-70, field officers inquired into 179 complaints of discrimination in employment. In 73 cases they were able to effect a settlement. Reports were submitted to the Board on 95 complaints in which the field officers were not able to effect a settlement, and 11 cases were still under investigation at the end of the year.

Examiners inquired into 310 cases during the year. Of

this number, 170 reports involving 172 cases were submitted to the Board. In 85 cases agreement was obtained from the parties on the issues under investigation, 15 cases were withdrawn before the examiner began his inquiry, 19 cases were dismissed by the Board when the applicant sought withdrawal during the examiner's investigation, and in 19 cases investigation had not been completed at the end of the fiscal year.

During the fiscal year, returning officers conducted 134 elections involving certification cases, 20 involving applications for termination of bargaining rights and 16 affecting cases concerning the status of successor employers. There were 12,898 employees eligible to vote in the certification elections and 12,446, or 96 per cent, of them cast their ballots. Of the 901 employees eligible to vote in the termination elections 878, or 97 per cent, cast their ballots. In the successor status elections 1,464, or 89 per cent, of the 1,646 eligible employees voted.

Case Load

During the fiscal year 1969-70, the Board again experienced an increase in the total number of cases it received. Applications and complaints of all kinds amounted to 1,621, continuing the upward trend in case intake that began in 1967-68. This year's intake was 5 per cent greater than in 1968-69 and 10 per cent higher than in 1967-68.

The number of cases disposed of by the Board also showed an increase over last year's dispositions. The 1,588 cases that were concluded exceeded the 1968-69 total by 53.

At the end of the fiscal year, there were 268 cases pending at various stages of processing. This total was 34 above the 234 cases that were carried over from the previous year.

The number of hearings and continuation of hearings conducted by the Board during 1969-70 increased to 1,289 from 1,052 in 1968-69, an increase of 22 per cent. This 22 per cent increase reflects, in part, the increased activity of the Board's business but also, more significantly, the increasing complexity of the work load of the Board.

Details of the cases handled by the Board in 1969-70 are shown in the Statistics Section of the Annual Report.

Judicial Review of Board's Decisions

There were 11 cases pending before the courts at the commencement of the fiscal year 1969-70. One of the cases carried over from previous years was decided by the Supreme Court of Canada. The Supreme Court of Canada over-ruled the decisions of both the Ontario Court of Appeal and the High Court and quashed the decision of the Board.

Two cases involved appeals to the Ontario Court of Appeal. In one of these, the Court of Appeal restored a decision of the Board which had been quashed in the High Court. In the other, the Court of Appeal upheld the decision of the High Court and refused to quash the Board's decision.

Eight of the cases which had started before the fiscal year 1969-70 went no further than the High Court. In three cases the matters were withdrawn before a hearing by the court. In another three the decision of the Board was upheld. In the remaining two cases, the court partially quashed the decision of the Board.

During the fiscal year 1969-70, six decisions of the Board were removed into the courts for review. Two of the applications to the High Court were by trade unions and four were by employers. Two of these six cases were withdrawn before the matter was heard by the court. In the three cases where decisions were made by the High Court, there were two cases in which the court refused to upset the Board's decision. One of these was appealed to the Court of Appeal but the Board was upheld in the Court of Appeal as well. In the remaining case the High Court quashed the Board's decision, an appeal was launched but the Court of Appeal determined that the appellant had no status to make the appeal and the decision of the High Court therefore stands. There was only one case pending before the courts at the end of the fiscal year 1969-70.

Certification of Bargaining Agents

Certification applications constitute the bulk of cases processed by the Board. In the fiscal year 1969-70, the Board received 1,046 certification applications. It was the second largest intake in the Board's history and was 68 cases less than the all-time high of 1,115 applications in 1956-57. The figure of 1,046 cases for 1969-70 was just 8 per cent above last year's intake. Also, it was the sixth consecutive year that the number of certification applications filed has been above the 900 level, and the second year above 1,000.

As in previous years, affiliates of the Canadian Labour Congress filed the largest number of certification applications. These affiliates submitted 790 applications, or 80 per cent, of the total for 1969-70. International and national trade unions not affiliated with the Congress filed 228 applications, and the remaining 28 came from independent local organizations.

In addition to the 1,046 certification applications received, the Board processed 126 that were carried over from the previous fiscal year, making a total certification case load of 1,172. Of this total, 999 were disposed of – 672 were granted, 213 dismissed and 114 withdrawn. The

remaining 173 cases were pending on March 31, 1970.

Of the 999 applications disposed of, 123 were concluded on the results of representation elections. In the 121* elections conducted 11,170 employees were eligible to vote, and of these eligible voters 10,891, about 98 per cent**, cast their ballots.

The 672 cases in which certification was granted represented 67 per cent of all the certification applications that were disposed of during the year. This proportion compares with 68 per cent in 1968-69 and 70 per cent in 1967-68.

Small bargaining units continue to predominate in these cases. The average size of the units certified was 32 employees. About 82 per cent of these units covered 39 or fewer employees and 50 per cent covered nine or fewer employees. The total number of employees affected by the 672 applications in which certification was granted was approximately 21,800, about 2,100 fewer than those affected by the 696 certifications of 1968-69.

A table in the Statistics Section shows the time taken by the Board to process the 672 applications in which certification was granted. About 87 per cent of these cases took 84 days (3 months) or less to process from filing to disposition, 80 per cent took 56 days (2 months) or less, 61 per cent took 28 days (1 month) or less, and 50 per cent required 21 days (3 weeks) or less. Only 2 per cent (15 cases) needed more than 168 days (6 months).

Of the 672 certified cases, 189 were construction applications. Only three, or about 2 per cent, of these construction cases required longer than 84 days (3 months) to process. About 96 per cent of them took 56 days (2 months) or less, 84 per cent took 21 days (3 weeks) or less, and about 70 per cent required 14 days (2 weeks) or less.

Termination of Bargaining Rights

Eighty-nine applications for termination of the bargaining rights of trade unions were received during the fiscal year. This number was 19 above the previous year's intake. There was a carry-over of eight applications, making a total of 97 termination cases dealt with in 1969-70. Of this total, 37 were granted, 45 dismissed and one was withdrawn. Fourteen cases were not disposed of at the end of the year.

Status of Successor Trade Union or Successor Employer

In 1969-70 the Board dealt with 34 applications for declarations concerning the status of successor trade unions, compared with 45 in 1968-69. Of the 34, affirmative declarations were issued in 28, three were dismissed, one was withdrawn and two were pending at the end of the year.

The Board also processed 25 applications for declarations concerning the status of successor employers, compared with 20 in 1968-69. Of the 25, affirmative declarations were issued in 15, five were dismissed and five were pending at the end of the year.

*The difference between 123 applications and 121 elections is accounted for by consolidation of some applications.

**The difference between the figures given here on certification elections and those on certification elections reported under the heading *Summary of Operations* occurs because the earlier figures refer to elections held during the fiscal year regardless of whether the application was disposed of in the fiscal year. The figures shown here refer to elections held in applications which were actually disposed of during the fiscal year.

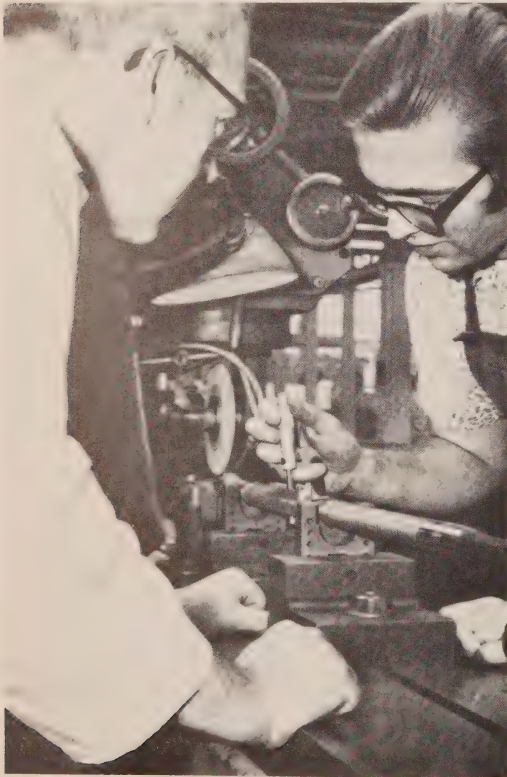
Strikes and Lockouts

Fifty-eight applications for declarations that strikes were unlawful were processed during the fiscal year 1969-70, including one carried over from the previous year. Of the 58, two were granted, seven dismissed and 44 withdrawn. Five cases were pending at the end of the year.

The Board also processed seven applications for declarations that lockouts were unlawful. One case was granted, four were dismissed, one was withdrawn and one was pending at the end of the year.

Consent to Institute Prosecution

Applications for consent to prosecute rose to 146 from 104 in the previous fiscal year. Of the 1969-70 cases, 84 came from employers alleging that trade unions or employees had engaged in unlawful strikes, 61 were filed by trade unions or employees against employers for various alleged violations of the Act, and one was filed by an employer and a union against employees.



There were 16 applications carried over from the previous year, making a total of 162 prosecution cases processed by the Board in 1969-70. Of the total, 46 were granted, 14 were dismissed and 81 were withdrawn. The remaining 21 cases were pending at the end of the year.

Complaints of Unfair Practices in Employment

The Board received 173 complaints of unfair practices in employment during the fiscal year under review, compared with 183 in 1968-69. The majority of these complaints were filed by trade unions charging that employees had been discharged for trade union activity. An additional 34 complaints were carried over from the previous year, making a total of 207 cases dealt with by the Board. Of this number, 176 were disposed of and 31 were pending at the end of the year.

Of the 176 cases disposed of, 162 alleged unlawful discharge for trade union activity. Seventy-seven of these 162 cases were settled in discussions with the Board's field officers, three were dismissed by screening panels, two were withdrawn before a field officer was appointed, 21 were withdrawn after having been listed for hearing by screening panels and 59 went to hearings. Of the 59 that were heard by the Board, relief was granted in 34 cases, 22 were dismissed and three were withdrawn.

Trusteeship

Four statements that local unions had been placed under trusteeship were filed with the Board during 1969-70. In addition, the Board had ten statements of trusteeship that were being continued at the beginning of the fiscal year. Of the total of 14 trusteeships, three were discontinued and 11 were still in effect on March 31, 1970.

Jurisdictional Disputes

There were seven jurisdictional dispute cases pending at the start of the fiscal year. Four of these were under review by the courts, and after the court proceedings two of these were withdrawn and two were dismissed by the Board. Of the three remaining cases, one was dismissed, one was withdrawn before any formal action was taken and the Board issued a work assignment direction in the remaining case.

With respect to these hold-over cases, only three had included a request for an interim order. The Board had made an interim order in a previous fiscal year in one, and during the current year one request for an interim order was dismissed and the other was withdrawn before any formal action was taken. Only one of the seven cases included a request for a cease-and-desist direction but it was withdrawn prior to any formal action by the Board.

In the fiscal year 1969-70 there were 11 jurisdictional dispute cases filed with the Board. Of these, nine requested an interim order and six requested a cease-and-desist order (in addition to an interim order). The Board issued five

Conciliation and Mediation Services Branch
Director
W.H. Dickie

final directions of work assignment, three cases were withdrawn before a final direction was made and three cases were pending at the end of the fiscal year 1969-70.

With respect to the nine requests for interim orders, the Board issued seven such orders after consultation with the parties, one request was withdrawn and in one instance the Board found there were no grounds for issuing an interim order.

Six of the jurisdictional disputes included requests for a cease-and-desist order. The Board issued three such orders. In the other cases, one was withdrawn before the hearing and another was withdrawn after the Board issued the final work assignment direction. The remaining request for a cease-and-desist order was adjourned and was pending at the end of the fiscal year.

Miscellaneous Applications and Complaints

Two applications were received under Section 33(2) of the Act, seeking the addition of a "no strike or no lockout" provision to collective agreements. The provision was added by the Board in one case and the other case was withdrawn.

Twelve applications were received under Section 39(3), seeking early termination of collective agreements. The Board also dealt with one case that was carried over from the previous year. The request for early termination was granted in all of the 13 cases.

The Board processed three complaints under Section 63, concerning the failure of trade unions to furnish members with audited financial statements. Two cases were dismissed and one was withdrawn.

In 1969-70 the Board dealt with 34 applications under Section 79(2), where decisions were sought on whether persons were employees under the Act. Of this number, which included eight that were carried over from 1968-69, decisions were issued clarifying the matter in 17 cases, two cases were dismissed, seven were withdrawn and eight were pending at the end of the fiscal year.

Twenty cases were referred to the Board by the Minister of Labour under Section 79a for decisions on questions arising from conciliation applications or requests for the appointment of an arbitrator. Three other cases were carried over from the previous year. Nineteen of the total were disposed of and the remaining five were pending on March 31, 1970.

Since 1944, legislation in Ontario has provided for conciliation services to assist trade unions and employers in resolving differences that arise during negotiation of collective agreements. These services must be completed before a lawful strike or lockout can take place.

Conciliation services are available at two levels. The first involves the appointment of a conciliation officer whose function it is to bring the parties together and help them reach a mutually satisfactory agreement. If the officer is unable to effect a settlement, the legislation provides a second step by which he may recommend to the Minister that a Board of Conciliation be established or that "No Board" be set up.

Conciliation Activity

During the fiscal year 1969-70, the Conciliation and Mediation Services Branch experienced a substantial increase in its work load in comparison with the previous year. Conciliation officers succeeded in assisting settlements in 668 disputes and they continued to refer fewer cases to conciliation boards.

Conciliation Officers

Conciliation officers dealt with 1,911 collective agreement disputes which included a carry-over of 301 from the previous year. The total was 85 more than the number they handled in 1968-69 and involved 2,537 employers and 289,566 employees, compared with 2,335 and 304,651 respectively in 1968-69.

The officers were successful in helping to bring about agreements in 668 disputes, or 35 per cent of the total, involving 812 employers and 63,803 employees. They referred 24 situations to conciliation boards, affecting 28 employers and 43,734 employees; and they recommended that no conciliation boards be established in 946 cases involving 1,379 employers and 143,297 employees. Fifteen other disputes lapsed. The remaining 253 had not been disposed of at the end of the fiscal year. Of the 946 "No Board" cases, 38 were hospital disputes that proceeded to arbitration boards under The Hospital Labour Disputes Arbitration Act, 1965.

The number of disputes referred to conciliation boards showed a further decline in the 1969-70 fiscal year. There were only 24 cases compared to 42 for the previous fiscal year. A continuing increase in disputes not recommended for boards was experienced, the number rising to 946 in this fiscal year compared to 748 in 1968-69.

Conciliation Boards

In 1969-70 conciliation boards dealt with 29 disputes, including a carry-over of five from the previous year. These disputes involved 34 employers and 44,362 employees. Agreement was reached in seven disputes involving 810 employees. In three disputes, covering 863 employees, the parties settled before a formal report was made. Settlement

was not reached in 16 disputes involving 42,007 employees and three boards were outstanding on March 31, 1970.

Special Assignments

The Conciliation and Mediation Services Branch does not lose interest in a dispute when the formal conciliation services have been completed. It maintains contact with the parties until they reach a settlement. In many disputes, one or both parties will informally contact an officer or official and ask for an opinion, advice or assistance on specific matters. In some cases the parties will request that a conciliation officer be reassigned to help resolve the matters in contention.

Sometimes the Director of Conciliation and Mediation Services, on his own initiative, will recommend to the parties that they resume discussions under the auspices of the Branch. If the dispute results in a strike or lockout that might be of long duration or of a serious inconvenience to the public, the Branch always intervenes to help effect a settlement.

During the latter part of the fiscal year, Conciliation and Mediation Services were enlarged and reorganized to increase their effectiveness. The new system is designed to help reduce strikes by assisting not only large companies and unions involving large numbers of workers, but also by

helping to resolve disputes involving small firms attempting to reach their first agreement.

In 1969-70 there were 188 disputes in which post-conciliation or mediation assistance was given. Of these disputes, which involved 262 employers and 89,435 employees, 143 (affecting 208 employers and 83,324 employees) resulted in agreement between the parties. Ninety-eight of the total 188 disputes went on to strike. Of these 98 disputes the Department was involved in 11 before the strike began, in 70 after the beginning of the strike, in 16 both before and after the strike, and one case was settled by the parties before a meeting was held with the officer.

The Branch directly aided in the resolution of 68 strikes, affecting 95 employers and 61,708 employees, and 29 strikes were unsettled. As noted above, one dispute was settled by the parties themselves. Of the 29 strikes in which the service was unable to effect a settlement, 27 (involving 3,919 employees) were settled by the parties later and two were unresolved as of March 31, 1970.

Because of the number of informal contracts that are not reported, these statistics, however, understate the volume of the Conciliation and Mediation Services Branch's post-conciliation and mediation activities and the degree to which they contributed to settlements.



Finance and Administration Division

Executive Director **M.K. Dibble**

The Finance and Administration Division was established in 1966 to centralize the direction of those major elements which provide supporting services to the operational functions of the Department. Currently comprising the Finance Branch, the Personnel Branch and the Administrative Operations Branch, the Division has accepted new and increasing responsibilities during the year.

In addition to its traditional role, the Division pursues a policy of nurturing an environment which permits optimum functional productivity within the operational elements of the Department. This policy is reflected, for example, in the current program to relieve operating branches from responsibility in connection with the handling of revenue. Also, current tendencies toward decentralization of service to the public has resulted in the provision of more and better support in departmental District Offices.

Finance Branch **Chief Accountant** **G.A. Webster**

The Finance Branch, with a complement of 40, is responsible for recording cash receipts and disbursements, preparing the monthly financial statements of income and expenditure for each branch as well as submitting a consolidated statement reflecting total receipts and disbursements for the Department.

Other duties include: preparing and submitting the Annual Public Accounts Statement; presenting the annual estimates; administering the departmental budget; recording expenditures made under The Adult Occupational Training Agreement; claiming appropriate refunds from the Government of Canada and advising senior management on all financial matters.

During the year, the Branch successfully established working contact with the Department of Education to provide more effective control of costs for apprenticeship training in community colleges.

The following figures indicate the extent of the year's financial responsibility within the Department: ordinary expenditure at \$18,777,938.56, ordinary revenue of \$9,376,241.57, capital disbursements at \$6,688,016.81, and capital receipts of \$2,793,328.49.

Administrative Operations Branch
Director
T.F. Carter

The Administrative Operations Branch operates under the direction of the Executive Director of the Finance and Administration Division.

It was organized in 1965 and was called the Administrative Planning Section. However, the duties of the section were radically altered, requiring that it be reorganized and in February, 1967 it became the Office Services Branch. In the ensuing three years the Office Services Branch experienced further growth and, particularly because of the extent of its added responsibilities, it was designated as the Administrative Operations Branch.

The current organization of the Branch is as follows: the Director, a senior administrator, a purchasing officer, a supervisor of stores and reproduction, nine district office supervisors, a senior appliance operator, two mail room supervisors and 55 clerical and stenographic staff.

The Branch co-ordinates the following departmental support services: district offices, purchasing, inventory control, supply and warehousing, reproduction and copying, mail room, accommodation, distribution and transportation services. Other than the District Offices, the support services are based in Toronto and involve traditional administrative responsibilities.

District Offices

The District Offices are directly supervised by a senior administrator and are located in the following cities: Ottawa, London, Hamilton, Windsor, Thunder Bay, Kitchener, Kingston, Sault Ste. Marie, Peterborough, Sudbury, Sarnia, Barrie, Kenora.

The function of the District Office is to provide assistance and information to the public and administrative support to the field officers engaged in implementing departmental programs. With minor exceptions, these offices are self-contained units and have the necessary staff and resources to support all field operations in the area.

Personnel Branch
Director
N.E. Mayne

The Personnel Branch functions in a supporting role for the entire Department in the area of staff resources, development and employee relations.

Since November, 1964 the Personnel Branch has operated as a recognizable unit and currently employs a staff of 19. In addition to the clerical function, which is supervised by an office manager, the Branch has three main organizational elements: recruiting, job classification, and staff development and employee relations.

Recruitment

Activity in this section has been quite heavy through the year. Although the improved salary ranges and general tightening of the economy did improve the quality of professional candidates, little improvement was evident in the clerical trades, particularly stenographers and typists. A serious staffing problem in the latter area was averted through the extensive use of the government Temporary Help Program. A large increase in the number of internal competitions contributed to a heavy work load throughout the year.

During this period, a trainee program was initiated in the Employment Standards Branch. This experimental program is based on the recruitment of community college graduates in Business Administration and the provision of extensive on-the-job training, thereby preparing them for promotion to regular field staff positions. During this same period and in recognition of equal opportunity legislation, four female employment standards officers were recruited and have been satisfactorily employed within that Branch.

Recruitment of university graduates has also been undertaken under the new complement waiver plan. If suitable candidates are available, nine positions may be recruited from this year's graduating classes.

Staff turnover increased from 11.9 per cent in the 1968 calendar year to 13.5 per cent in the 1969 calendar year.

Classification Program

During this period, the classification section continued its regular review of position specifications and classifications through the Department. Major reorganizations are as follows:

Employment Standards – Major reorganization was required to incorporate legislative changes effective January 1, 1969. This necessitated revision of all position classifications within the Branch and the establishment of new class standards primarily recognizing increased responsibilities in the areas of equal pay for equal work.

Industrial Safety – Major reorganization was required to streamline both administrative and clerical operations as related directly to inspectional function. This required revisions to existing class standards and was brought about by the application of automated procedures.

Ontario Human Rights Commission – Major reorganization was required by the continuing and expanding demands placed upon the Commission. This resulted in a middle-management level being established on a regional basis and required revisions to existing class standards.

Ontario Labour-Management Arbitration Commission – A new branch was set up to accommodate the increased requirements in the arbitration field.

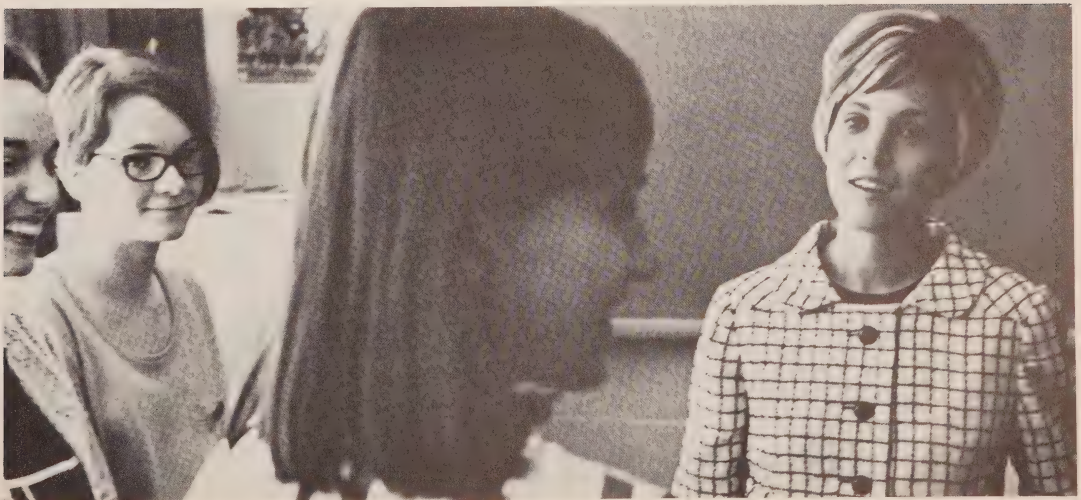
In addition to the above major reorganizations, significant changes were required in Industrial Training, Research, Elevator Inspection and Information Services. Many of these changes were due to implementation of automated data processing procedures.

A complete renumbering of departmental organization data was carried out to accommodate continued expansion.

For a period of six weeks in the Fall of 1969 members of the classification staff charted and classified the branches and positions in the Ontario Science Centre.

Staff Development and Employee Counselling

During this period the training effort was concentrated in the areas of general communications and on-the-job training activities within the branches. The employment of an additional training officer has enabled the Branch to continue its work in skills maintenance programs. The emphasis in the counselling area has been placed on the identification of problem employees and the provision of assistance to employees with problems. Approximately 80 people were interviewed each month. The addition to staff of a full-time counsellor has enabled this program to expand considerably.





Ontario Human Rights Commission

Director
Dr. D.G. Hill

The Ontario Human Rights Code, which came into effect in June, 1962, with subsequent amendments, is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. Designed to give basic protection to all from discrimination in employment, housing and public accommodation, the Code is specifically committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, colour, nationality, ancestry or place of origin. In this, the legislation is in harmony with the United Nations Universal Declaration of Human Rights.

The Age Discrimination Act, which came into effect in 1966, is designed to protect the worker between the ages of 40 and 65 from being excluded from the labour market solely because of his age.

The Ontario Human Rights Commission is responsible for the administration of the Code and the Act and for furthering their objectives by means of education, research and conciliation. The Commission consists of a chairman and four other members. The permanent administrative staff is composed of the Director and human rights officers. The Commission also operates four regional offices: one based in Windsor to serve south-western Ontario; one based in Thunder Bay to serve northern Ontario; another based in Toronto to serve the Metro Toronto region; and the fourth, in Ottawa, to serve eastern Ontario.

Deputations are received from organizations and individuals interested in questions of human rights. All complaints of infractions of the Code are dealt with through investigation, conciliation, boards of inquiry and, if necessary, prosecution.

The prescribed duties of human rights officers are indicative of the methods promoted by the Commission. As conciliators, they investigate formal complaints of discrimination and use persuasion to bring about compliance with the Code and the Act. On occasion, they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour, business and welfare groups in planning such activities as conferences and seminars, delivering speeches, and taking part in private and public discussions in order to overcome prejudice and discrimination.

Conciliation Statistics

The number of formal cases investigated during the 1969-70 fiscal year increased by approximately 30 per cent. A total of 598 new cases were investigated, together with 102 brought forward from the previous fiscal year. This increases to 2,109 the number of formal complaints processed in eight years.

In 1969-70, a total of 176 informal complaints of discrimination involving situations not covered by present legislation were handled.

Fair Employment

The Commission processed 395 formal charges in employment, 62 of which dealt with discriminatory application forms or inquiries and 126 with discriminatory advertising. Of the 161 other cases in which the complainants charged that they were refused employment or otherwise discriminated against, 54 were settled, 112 were dismissed and 30 were carried over into the next fiscal year.

Six cases were taken to boards of inquiry, where hearings were conducted to inquire into complaints which could not be settled effectively at more informal levels.

Sixty-six new complaints were brought to the Commission under The Age Discrimination Act. This was an increase over the previous fiscal year's figure of 50.

Fair Accommodation

Fifty complaints were investigated under this section of the Code regarding services, accommodation or facilities to which the public is customarily admitted. Eighteen cases were settled through the process of conciliation, 18 were dismissed and four were continued into the next fiscal year. Boards of inquiry were appointed to conduct hearings into 16 cases.

Equal Rights in Housing

Ninety-nine complaints were received in which the complainants charged that they had been denied occupancy of a dwelling or discriminated against in term or condition of occupancy because of their race, creed or colour. Forty-nine cases were settled when the owners offered accommodations to the complainants and undertook other acts of good faith; 35 cases were dismissed and 34 were carried over into the next fiscal year. Boards of inquiry were appointed to inquire into five of these cases, and only one prosecution followed a board.

The Commission also handled 4,520 miscellaneous complaints during the fiscal year – a decrease of 36 per cent over the number during the previous fiscal year.

Projects

The major Commission project during the fiscal year was the establishment of "Services for Working People", a store-front office in downtown Toronto intended as a counselling and assistance service for new immigrants. Staffed and sponsored by the Commission and other branches of the Department of Labour, the office processed 2,854 complaints in its first 12 months, most of them concerning employment, housing, human rights, welfare, job training, and employment standards. The Commission has sponsored a major study by the University of Toronto's School of Social Work to assess the effectiveness of the pilot store-front project.

A comprehensive two-year study of social studies textbooks used in Ontario schools was completed during the year. Undertaken in co-operation with the Curriculum

Department of the Ontario Institute for Studies in Education, the purpose of the study was to examine school textbooks in order to judge the adequacy and fairness with which they dealt with the contribution of minority groups to Canada's development and culture.

The report of the Windsor Advisory Committee on Employment was completed and submitted to the Minister of Labour in May, 1969. The Committee, composed of leading citizens of Windsor, was appointed by the Minister to advise the Department and the Commission on the employment situation as it affects the community's numerous ethnic groups. The Implementation Committee, comprising representatives of the Federal Government's Fair Employment Practices Branch, the Ontario Human Rights Commission, Canada Manpower, the provincial Citizenship Branch and the provincial Department of Labour, is currently carrying out the recommendations made by the Advisory Committee.

Education

The Commission conducts a broad education program aimed at rooting out prejudicial attitudes wherever they exist in the community. It does this through the mass publication and distribution of literature about the Code and human rights, speeches by officers, conferences, advertising displays, films and other publicity efforts.

In the fiscal year 1969-70, the Commission distributed more than 250,000 pieces of literature in 11 languages, in addition to the regular mailings of the two Commission publications, *Human Relations* and *Special Announcements*. Commission personnel gave more than 200 speeches and 36 broadcasts, and were present at more than 700 community consultations and 80 conferences. The Commission received more than 4,000 requests for information and literature from schools, churches, labour organizations, women's groups, social agencies, business firms, government officials and others.

Two display units were acquired during the year. One is a large self-pack unit designed for "Services for Working People" and the Age Discrimination Division, while the other is a portable table-top unit designed for Commission displays. The Commission participated in exhibits on more than 200 occasions. Special exhibits were set up with the Information Services Branch at a number of conventions and trade shows, including the Canadian National Exhibition.

The Commission's specialized human rights library continued to grow and was increasingly used during the year by university faculty and students as well as by writers and program organizers. A number of people who have used the library are planning human rights programs in their organizations.

Conferences

Commission personnel attended and participated in 84 conferences during the year. A major meeting was the Fourth Annual Conference of Administrators of Human Rights Legislation in Ottawa in September, 1969.

It was at this conference that the Director of the Commission proposed the creation of a planning committee for a new Canadian Association of Human Rights Administrators, to be composed of jurisdictions having commissions and other staff engaged on a day-to-day basis in the administration of laws related to non-discrimination and equal employment opportunity. The Director later participated in CASHRA planning committee deliberations in Quebec City in February, 1970.

The Commission was also represented at the International Association of Official Human Rights Agencies annual conference in August, 1969. The Ontario Commission is represented on the executive committee of the international body.

Age Discrimination Division

Based on the concept of merit employment, The Age Discrimination Act, passed in 1966, provides that no employer or person acting on his behalf shall discriminate in employment matters against persons between 40 and 65 years of age.

The primary objective of this Act is to ensure that able and qualified older workers are afforded equal opportunities to seek and secure gainful employment on the basis of their individual abilities to perform the job. The Act recognizes that health, mental and physical capacities, work attitudes and job performances are individual traits at any age and that chronological age alone is a poor indicator of working ability.

During the fiscal year, the Age Discrimination Division received 140 formal complaints. In addition, 14 informal complaints and 136 miscellaneous inquiries were received, bringing the total case load to 290.

The Act was amended by the Ontario Legislature in October, 1969 to cover the Province of Ontario and its agencies.

Labour Safety Council of Ontario

Chairman

C.G. Gibson, P.Eng.

Executive Director

D.F. Jones, P.Eng.

Established in 1962, the Labour Safety Council originally consisted of seven members. It was expanded in 1966 to consist of seven members from labour and management, plus an impartial chairman. In 1968-69 the membership was expanded to include the Executive Director of Safety and Technical Services of the Department of Labour and the Executive Director of the Labour Safety Council.

In the current fiscal year the Director of Safety Education of the Workmen's Compensation Board was also appointed to the Council. The Chairman fills the dual role of Chairman of the Labour Safety Council and Senior Technical Consultant to the Department of Labour.

Since its expansion, the Council has undertaken a continuous review of accident prevention programs and the underlying causes of accidents, making various recommendations to the Minister on specific sections of the legislation as well as matters involving policy and administration.

This resulted in two reports by Mrs. Jean Surry, of the University of Toronto, which have received world acclaim, the first being "Industrial Accident Research - A Human Engineering Appraisal", and the second, "An Annotated Bibliography of Industrial Accident Research". A further report by the Executive Director, entitled "Human Factors - Occupational Safety", was published in December, 1969. This publication is also receiving considerable attention in the safety movement throughout the world.

Studies Undertaken

A study of accident statistics undertaken by the University of Waterloo and sponsored by the Council resulted in seven reports drawing attention to weaknesses in the present statistics and recommending improved methods of collection.

An outgrowth of the Waterloo study has been an improvement in the accident-reporting capability of the Department of Labour's Industrial Safety Branch.

Information from the Waterloo study is also being examined by a committee of the Canadian Association of Administrators of Labour Legislation in co-operation with the Dominion Bureau of Statistics.

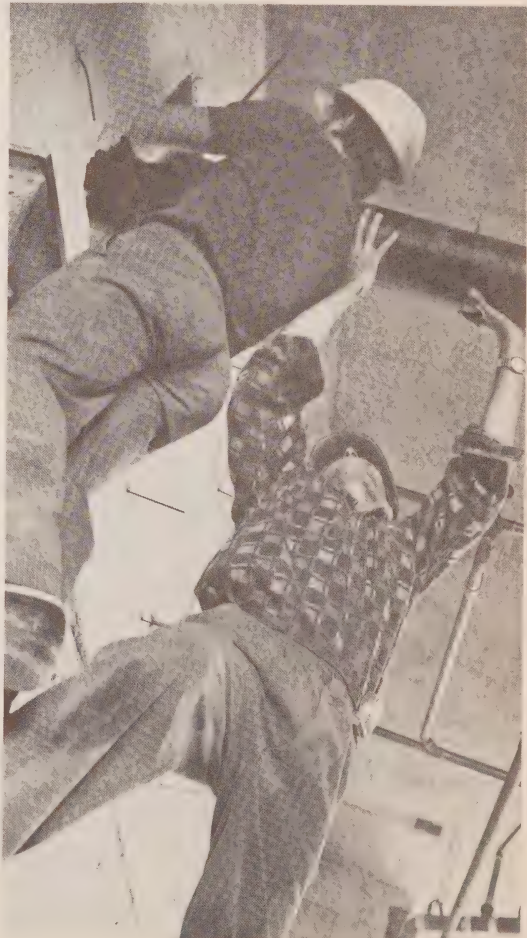
The possibility of involving psychologists, human factor engineers and other behavioural scientists in the Ontario safety movement was examined in a report to the Council by Dr. Earle S. Hannaford, of Troy, New Hampshire, but budgetary restrictions have prevented action being taken to implement the recommendations of the report to date.

A study of methods of manual lifting and handling as related to the cause of back injuries is under way at the University of Toronto under the guidance of Dr. John Brown in the hope that it will lead to new recommendations for manual lifting and handling, incorporating modern knowledge to reduce the number and severity of back injuries in industry. A preliminary report was prepared early in 1970 and copies are available.

Information Service

A Safety Information Service is now available at the Labour Safety Council, including a comprehensive safety library. The purpose of this service is to act as a central source of safety information, to refer people to the best source available and to provide safety information which is not readily available from other sources.

The publication *Safety in Ontario*, which attempts to list the many sources of safety information in the Province and provide a resume of the activities of the various agencies, has been in great demand and a third edition is now being compiled for publication in the summer of 1970.





Research Branch

Director
J.R. Kinley

During the 1969-70 fiscal year the Research Branch had 35 staff members. Approximately a third were engaged in research studies, another third in providing library and information service, and the remainder in clerical and stenographic activities.

The Branch's responsibility is to supply research and information service within subject areas that are generally described by the Department's operating programs. The work done to discharge this responsibility includes: determining library and research needs; defining research questions pertaining to these needs and how answers can be obtained to them; collecting, organizing and analyzing information; and reporting on results both within and outside the Department.

The work of the Branch can also be described in terms of its principal outputs. In the libraries these are expressed in terms of the relevance of their collections to the problems and subject areas that concern the Department and the quality of service they provide to users. In addition, they are engaged in developing more general awareness of these services among both the Department's staff and the public.

In other sections of the Branch the principal outputs are: published statistical and analytical reports based on studies required by the Department; background papers, memoranda, and legislative and policy recommendations for the use of its senior officers; consultation. The latter is concerned with a wide range of matters but important among them are research design, co-ordination of work with other departments, and discussion of research needs and recommendations with administrators.

Finally, any member of the staff may be involved in information service but a few specialize in it, answering the continuous flow of questions that come both from within and outside the Department.

The Library

The Department's library resources expanded both in depth and volume during 1969-70. At present, there are three collections at three distinct stages of development. The central unit has achieved its objective of being a widely used current labour library. The satellite located in the Industrial Training Branch concentrates on bibliographic service. A second satellite in the Safety and Technical Services Division was established during the year and has given particular attention to developing good reference resources on safety topics.

The library's holdings reflect the needs of the Department's operational and research staff. The collection consists of 15,000 volumes - 10,000 in the central collection, 3,000 in the Safety and Technical Services satellite and 2,000 in the Industrial Training satellite.

The selection activity is a major responsibility. During the year, the activity was complicated by the rapid expansion of holdings in the safety area, making it necessary for the

staff to acquire a more detailed knowledge of related source documents.

The acquisitions process is concentrated in the central library, which purchases, catalogues and indexes material for all three units. On the average, 20 new titles are catalogued for the permanent collection each day. Since in the over-all output of printed material labour represents a small proportion of the total, the fact that the library acquires 100 new titles per week demonstrates its commitment to holding relevant current publications.

The collection is used by departmental staff, Ontario government employees, union and management personnel, and university students. Actual borrowings average approximately 700 items per month, excluding photocopies and inter-library loans. In addition, a total of 250 letters per month are recorded and on the average a quarter of these originate from outside the Department. A high proportion of the requests are addressed to the specialized satellite collections on training and safety.

During the year the library undertook an active program to promote use of its services. The lists it compiles of recent acquisitions were circulated more widely. Photocopies of the "contents lists" of periodicals were made available to staff members in Toronto and experimentally to some field personnel. In addition, library tours and training seminars were undertaken for Department of Labour personnel, students and the staffs of other libraries. The participation of the staff in branch meetings and conferences proved a useful way of bringing the library's services to the attention of potential users.

As a result of these activities, the library's service has been brought to a much larger proportion of the Department's staff than in the past and, judging from use, more effectively to the attention of the public.

Employment Standards

The Research Branch has some aspect of the Department's employment standards program under review at all times. This work involves evaluating policies and assessing the relevance of existing standards and the consequences of changing them.

Questions continually arise pertaining to the objectives and scope of employment standards legislation and several papers dealing with them were prepared during the year. Most important was one that examined experience under the Province's Industrial Standards Act.

It contains a brief history of the Act, analyzes the market conditions and structures that seem to justify this type of legislation and relates these considerations to experience with industrial standards in the Province's construction, garment and barbering industries. The purpose of the study was to contribute to a review of like legislation organized by the CAALL Statistics Committee and to initiate discussion within the Department.

Two studies dealing with the scope of employment standards were undertaken. One of these was designed to assess the need for a minimum wage in the agricultural industry. During the year a survey of wages and working conditions on farms was undertaken in co-operation with the Department of Agriculture and Food and the Dominion Bureau of Statistics, and a report on the project was being prepared as the year ended.

The other study which resulted in a published report was concerned with industry structure and working conditions in barbering. This work was done to assist the Employment Standards and Industrial Training branches in improving the effectiveness of their program pertaining to barbers.

With respect to the appropriateness of existing standards, the level of the minimum wage and the legislated maximum hours and vacation provisions of The Employment Standards Act were reviewed. The work involved investigation of changes that occurred in wages and the relevant working conditions since the preceding revision of the standards. In addition, an assessment had to be made in terms of the numbers of employees that would be affected by the proposed new ones, such as raising the minimum wage from \$1.30 to \$1.40, \$1.50 or \$1.60 per hour.

Two projects which attempted to measure the consequences of establishing employment standards are intended to provide guide lines for better design and administration of the standards legislation. One explored how employers adjust to changes in labour costs imposed by law, and the second attempted to discover the consequences to employees of the imposition of compulsory premium overtime pay.

To do the work outlined above, large amounts of complex data are required. The principal need is for counts of employees by wage rate, hours of work, overtime pay and vacation practices. This information must be related to specific industries, time periods and size of establishment. Because of these requirements, data published by other agencies are rarely adequate to meet the Branch's research needs in the employment standards area.

Several initiatives have been taken to overcome these data deficiencies. Most important during 1969-70 was extensive co-operation in the Canada Department of Labour's annual survey of wages and hours. Primarily to support the review of standards already mentioned, the Branch extended this survey of small establishments in more than 20 low-wage industries and assisted the Federal Department in obtaining coverage of all hourly-rated workers in the large establishments in these industries. In addition, the Branch undertook special surveys to assess the impact of previous revisions in standards legislation.

Safety

Research work in the safety area focused on statistical needs and administrative problems. Reliable accident frequency rates are needed for more effective administration of the Department's safety program and for communication

with the public and other jurisdictions about safety problems and experience in Ontario. An extensive investigation was made into the means of producing valid frequency information.

The study revealed many problem areas pertaining to data and the extensive need for obtaining the co-operation of other agencies concerned with industrial accidents and the collection of employee and hours-of-work information. As a result, many of the necessary contacts were made and significant progress towards acquisition of the data necessary to compiling valid frequency information was made by the end of the fiscal year.

In addition, work was done to assist the Safety and Technical Services Division in planning for a more efficient organization of its activities and a pilot project on measuring the costs of accidents was designed. With respect to the latter, the methodology developed will be experimented with during the coming fiscal year.

Training in Industry

The Branch worked on both operating and policy problems in the training area. At the operating or program level, it focused on the use of criteria for granting government support to training in industry, the information required for administering and evaluating training projects, and on questions about how training programs relate to occupational needs. The policy-oriented assignments continued work on the definition of government's role in training in industry and initiated projects pertaining to apprenticeship and occupational licensing.

Much of the work was undertaken in conjunction with the Review and Assessment Committee set up to develop and direct a national program of research on training sponsored under The Canada Adult Occupational Training Act. In addition to participating in the Committee's definition of its wide-ranging program, the Branch carried a major responsibility for preparing its specific research proposals on training in industry. A senior member of the staff chaired the working committee that dealt with this topic and prepared its reports.

The Branch has undertaken two of the Committee's projects and will participate in a third. The former is already under way and has to do with the rationale for and consequences of compulsory licensing of skilled workers, and the effects of the labour market environment on apprenticeship training. The third project will investigate the problem of transferring training credits from an institutional to an industrial training environment and vice versa, and will be done by staff members of the Research Branch and the Department of Education.

Other work done in conjunction with the Review and Assessment Committee included assistance given on study design and supplying data for several projects that have wide-ranging policy implications. Some of the questions to which these projects are addressed are: who bears the

cost of training in industry; what are the likely consequences for apprenticeship of occupational specialization; and what would be the effects of changing the eligibility requirements under The Adult Occupational Training Act. The work associated with the Committee took up a great part of the Branch's time during the year, but the output from its research will be of direct benefit to the Department.

Several other research projects on training were under way. Among these was a survey of privately sponsored industrial training in Ontario which is intended to assist the Department in arriving at a better definition of its role in training in industry.

Another study endeavoured to assess 17 short-term, training-in-industry projects to demonstrate the use of certain types of evaluation for administrative purposes and to encourage a more systematic definition and collection of information on both training projects and registered trainees. Partly as a result of this work, the Research Branch is co-operating with the Industrial Training and Systems and ADP branches to improve the information available on training in industry.

Finally, work continued on the major study of the effectiveness of apprenticeship training in the mechanical trades of the construction industry. Several sections of the final report were written and the work will be completed during 1970-71.

Labour Relations

There are two principal directions to the Research Branch's work in the field of labour relations:

- a. analysis of basic policy questions related to legislation and the labour relations system;
- b. supplying information on current developments and practices to labour relations practitioners and the public.

The Branch was actively involved in a departmental review of labour relations legislation which led to a proposal of amendments to The Labour Relations Act. The work was guided by a document prepared in the Research Branch which summarized the recommendations of the Rand Royal Commission of Inquiry into Labour Disputes, the Federal Task Force on Labour Relations and other recently completed Canadian studies in the area.

In addition, two of the Research staff were permanent members of the committee that reviewed the legislation and the Branch supported its work by preparing extensive memoranda on many of the topics discussed and for Cabinet.

Some of the evaluative work on legislation took the form of specific studies. One of these assessed experience under Section 65 of The Labour Relations Act. This Section empowers the Labour Relations Board to investigate complaints of employees who allege that they have been discriminated against because they engaged in trade union

activity. The study reviews the effectiveness of this procedure, especially the success of field officers in settling disputes and of the remedies prescribed.

Another such study attempted to measure the effects of Ontario's special dispute settlement procedure pertaining to collective bargaining in hospitals.

The policy research goes beyond the evaluation of existing legislation to consider, in more general terms, how the labour relations system works. One study in this category is attempting to analyze the impact of the union movement and collective bargaining on Ontario's wage structure. Another study, to explore relationships existing between union members and their leaders during contract negotiations, was in the design stage as the fiscal year ended. Both these studies are of a long-term nature and the results will not be available for some months.

Collective Agreements Library

Much of the work related to supplying information on current developments and practices to labour relations practitioners and the public centres on the collective agreements library. This library, which is open to the public, attempts to hold all current collective agreements covering bargaining units located in Ontario.

Approximately 9,500 agreements were on file at the end of 1969; 4,200 of these were collected during the year. About 1,200 of the contracts collected were new to the library. In the same period more than 1,200 bargaining relationships were terminated, resulting in the cancellation of library files. These cancellations were due to companies ceasing to operate, failure to renew agreements, a trend towards master contracts in some industries, and decertification. Of the 9,500 agreements held, approximately 3,700 pertain to the construction industry and the remaining 5,800 to all other industries.

Excluding the Research Branch, the collective agreements library serviced approximately 400 borrowers from within the Department and approximately 300 from outside agencies. They borrowed more than 3,000 collective agreements during 1969. Use by the Research Branch is so extensive that it is not recorded. For example, on one occasion during the year the entire collection of non-construction agreements (5,800) was taken out for analysis.

Analysis of Agreements

The Branch does extensive analysis of collective agreements to describe the working conditions they establish for employees in Ontario. The analyses measure the prevalence of these practices in terms of the number of contracts in which they appear and the number of workers they cover. To date, the work has been concentrated on public service industries, such as hospitals and utilities, and has presented extensive information on union security, check-off, hours of work, vacations, premium pay and many other contract provisions including, in some cases, wage rates.

Four publications in the collective agreements analysis series became available during the year:

Collective Agreement Provisions in Ontario Hospitals
Collective Bargaining Provisions in Ontario Municipal Agreements
Hours, Wages and Related Payments in the Ontario Construction Industry, 1970
Ontario Collective Agreement Expirations, 1970

The analysis of collective agreements is done by means of coding and machine tabulation and the coded data are continually up-dated as agreements are renewed. As the amount of coded information increases, it is hoped that the Branch, working in co-operation with the Systems and ADP Branch, will be able to supply information from collective agreements on a request basis.

Information Services

Information on current labour relations developments is yet another field of work. The principal products are monthly reports on contract settlements, conciliation activity and strikes, and an annual review of collective bargaining in the Province's jurisdiction. The report on contract settlements, initiated during the fiscal year, is prepared in co-operation with the Canada Department of Labour. That Department collects information on settlements covering 500 or more workers and the Ontario Department prepares the material on settlements in bargaining units of 200 to 499 employees.

The report was first published in October, 1969 and is sent to a gradually expanding mailing list. The Branch's annual review of collective bargaining was published for the third time during the fiscal year and has been widely quoted as an authoritative source on 1969 developments in bargaining.

Finally, the Branch provides an extensive labour relations information service within the Department and to the public on a request basis. Much the greater part of this is given to Conciliation and Mediation Services and the Labour Relations Board. In the case of the former, the work is directed toward compiling its administrative statistical records and providing material for use in the conciliation process. Most of this material is prepared on special request and refers to a specific need identified by the conciliation officer while involved in a dispute. A high proportion of these requests are serviced by the collective agreements library, but some require data from many different sources.

A range of services was given to the Labour Relations Board. The principal activity is one of supplying the Board's officers with information necessary in the determination of bargaining units and a major document useful in this process is compiled on an annual basis. Statistical records are kept on various aspects of the Board's work and are prepared for publication. In addition, the Research Branch continues to take a major responsibility for the statistical

information and the format and accuracy of other material in the Board's monthly and annual reports and estimates, as well as answering questions that arise in the course of its work.

The Branch continued the practice of contracting research work to other agencies, in some instances to expand its capacity but more often to acquire specialized services. Most of the work contracted or supported by grants was concerned with training, but individual projects had to do with notice of lay-off to employees when a plant closes and youth employment problems. In addition, a major grant was made to support university research on labour relations.

Consultation

With respect to information service and consultation, these are continuing activities which almost invariably relate to the areas of work or special projects outlined. No measure is kept of the extent of these activities where they are of an informal nature, but both are extensive.

Some of the more formal situations in which they occurred had to do with the co-ordination of training activities between the Departments of Labour and Education, the research program on adult training and especially training in industry, the development of local training requirements data, discussion of the research needs of unions and management, and, in particular, the design and content of the Department's analysis of construction industry contracts, the assessment of research needs within the Department, the review and preparation of legislation, and the explanation of research results and recommendations to administrative personnel.

These activities suggest the scope of the Branch's consultative work and its close involvement both in the Department's operating programs and in research carried on in related fields by other agencies.





Systems and ADP Branch

Director
W. H. Lehman

The involvement of the Systems and ADP Branch in a number of areas within the Department has increased steadily throughout 1969-70. The Branch is at present carrying out systems studies in six major areas outlined below.

In addition, a number of lesser studies are continually in process, covering filing systems, organizational concepts, field staff activities and statistical analyses of work loads and management reporting requirements.

There is also extensive technical liaison with the Computer Services Centre, which involves the formulation of standards, operating instructions, training and input-output schedules.

This will increase during the coming fiscal year as the Computer Services Centre will be obtaining new computing equipment (UNIVAC 1106 System) to replace the present IBM 360 computers, in order to meet the requirements of some 14 government departments at present using this facility. Considerable training and conversion will be required in order to utilize this new equipment more effectively and efficiently.

Industrial Training Branch

This Branch has a master file of some 150,000 tradesmen covering nine certified trades and 16,000 to 17,000 apprentices. Aside from the automated procedures covering tradesmen renewal certification, apprenticeship progress reports and scheduling of intakes for the community colleges, one major change is in progress for this year. This will involve changing the annual renewal of certificates of qualification for tradesmen to a two-year cycle based on birth date, similar to the driving licence renewal system now in effect in the Province. In addition to easing the work load for the staff, the system will provide better service to the public.

Industrial Safety Branch

At present there is a master file for this Branch of approximately 70,000 installations. All inspections are now scheduled by computer by industry and area, with inspection cycles ranging from six months to three years depending upon the type of industry. Other aspects covering management requirements for accident statistics for prevention programs are under study.

Boiler Inspection Branch

Some 30,000 uninsured boilers and pressure vessels are inspected on a regular basis throughout the Province by this Branch. There is a continual fluctuation on this file as installations become insured or new uninsured installations are installed within the Province. All inspections are scheduled by district and area. This enables the field staff to carry out their inspections more effectively and has resulted in considerable savings in travelling expenses.

Elevator Inspection Branch

This covers a master file of approximately 16,000 locations with elevators and escalators in operation. Inspections are scheduled by computer by district. In addition, safety test reports are computer produced annually and the control of inspection routines and violations follow-up has been considerably improved.

Human Rights Commission

A system is at present being implemented which will provide information to the Human Rights Commission and officers in the field, covering the various types of cases handled, areas of occurrence and the type of involvement.

Research Branch

At present there are five different projects in the Research Branch where assistance is being provided through the application of computer techniques. Computerized techniques will be used increasingly to assist the Branch with statistical outputs in the various areas of their research, such as wage and salary surveys, employment surveys, collective agreements.

Increased Volume

The outputs of these systems, apart from error listings and transaction reports, primarily consists of inspection reports, certificates, invoices statements, violation reports, work load statistics and management reports to meet the requirements of branch management.

Input volume to these various systems has increased substantially, as indicated in the table hereunder:

| Branch | Punch-Card Volume | | Total |
|---------------------|------------------------|------------------------|------------------|
| | Fiscal Year
1968-69 | Fiscal Year
1969-70 | |
| Boiler Inspection | 165,000 | 190,000 | 355,000 |
| Elevator Inspection | 72,000 | 77,000 | 149,000 |
| Industrial Safety | 66,000 | 390,000 | 456,000 |
| Industrial Training | 70,000 | 550,000 | 620,000 |
| Finance | 20,000 | 20,000 | 40,000 |
| Specials | 22,000 | 12,000 | 34,000 |
| Total | 415,000 | 1,239,000 | 1,654,000 |

In addition to systems design and implementation, the actual computer usage for various areas is summarized hereunder:

Computer Time, Fiscal Year 1969-70

| | Hrs. | Min. |
|----------------------------|--------------|-------------|
| Boiler Inspection Branch | 180 | 22 |
| Elevator Inspection Branch | 181 | 25 |
| Industrial Safety Branch | 142 | 37 |
| Industrial Training Branch | 376 | 32 |
| Research Branch | 130 | 33 |
| Finance Branch | 15 | 50 |
| Human Rights Commission | 2 | 31 |
| System Development | 9 | 59 |
| Total | 1,039 | 49 |

In addition, a total of 163 hours, 37 minutes of unit record time was used on tabulating, collating and sorting equipment. This was obtained free of charge from other government departments.

With the introduction of new systems and the expansion of those in being, computer usage of 1,600 hours is forecast for 1970-71; although this may be reduced somewhat with the introduction of larger, more powerful equipment to meet the needs of several departments.

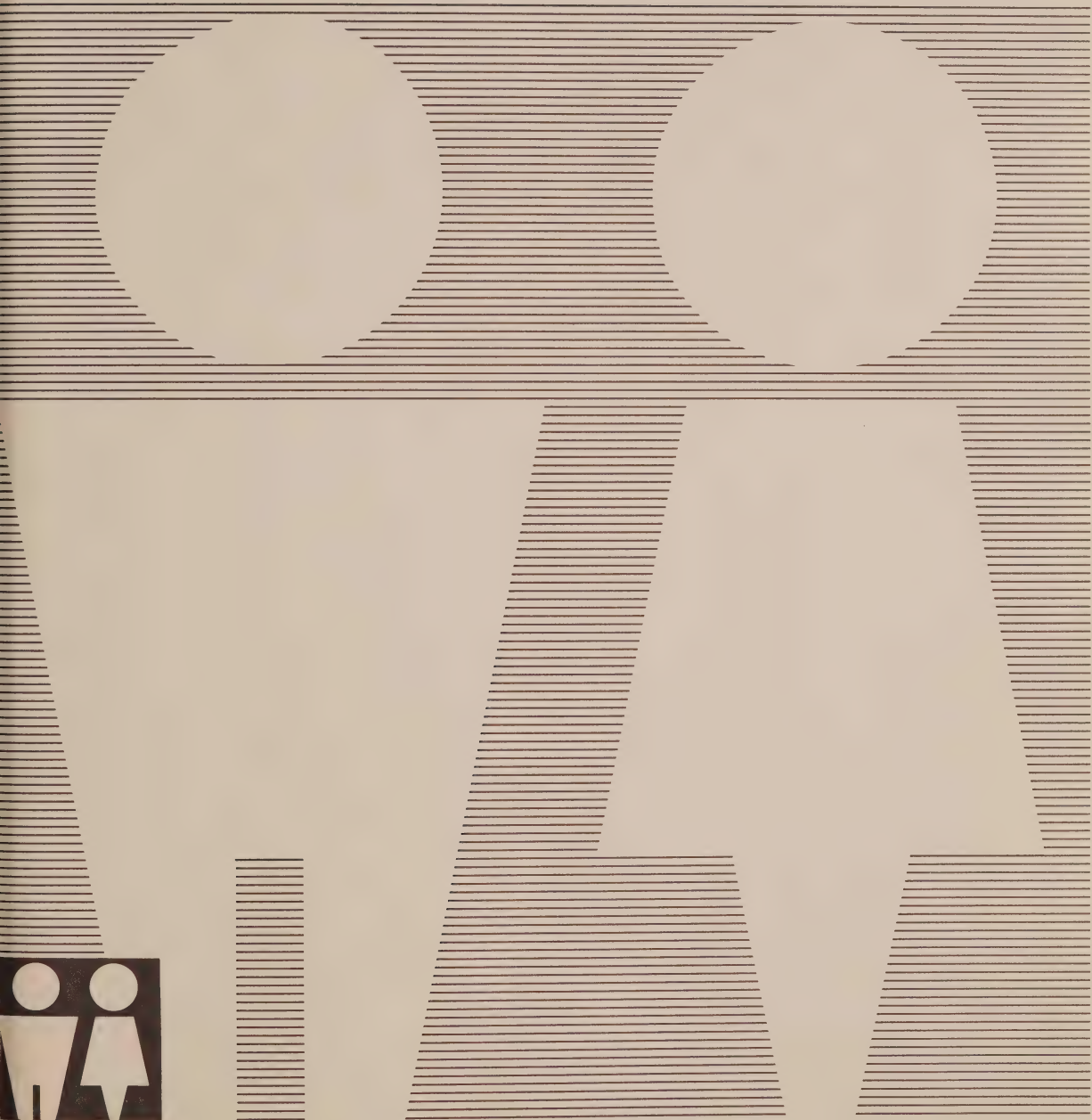
Centralized System

Preliminary work has already started on a more centralized accounts receivable system for the Department. In the Employment Standards Branch a full-scale study on the formulation of objectives was begun. A number of changes are also being considered in the systems that have already been designed in the Safety and Technical Services Division. Some of these are necessary because of the increased work load resulting from the Federal/Provincial Inspection Agreements approved under The Canada Labour Safety Code.

There has also been preliminary discussion with the Director of the Research Branch on forming a data bank covering the collective agreements library. While this might be considered part of the labour-management area, it has not yet been possible to examine other important aspects, such as Conciliation Services, because of insufficient resources.

Authorized personnel strength of the Systems and ADP Branch has remained constant throughout 1969-70 and consists of 11 analysts and programmers and 23 keypunch and other staff.

Statistics for the fiscal year
ending March 31, 1970



Industrial Training Branch

Contracts of apprenticeship in
trades with regulations

Contracts of apprenticeship in
trades without regulations

Comparative apprentice registrations in
trades having regulations

Comparative apprentice registrations in
trades without regulations

Progressive achievement tests

Summary report of examinations for
certificates of qualification

Certificates of qualification issued

Licences issued to private trade schools

Short-term training projects developed in industry

Employment Standards Branch

Payroll inspections and collections

Permits and schedules

Court cases

Employment agencies

Office of the Athletics Commissioner

Statement of revenue

Revenue received from licences issued

Licences issued

Assistance to amateur sport

Industrial Safety Branch

Summary of statistics

Number of inspections by industry

Directions of officers to employers

Distribution of employees in industry

Summary of prosecutions

Construction Safety Branch

Summary of inspectors' reports:
Trench Excavators' Protection Act
Construction Safety Act

Inspections by construction safety officers:
Trench Excavators' Protection Act
Construction Safety Act

Projects under compressed air

Inspection summary

Elevator Inspection Branch

Report of inspections

Accident report

Drawings approved

Licences granted

Annual registration of contractors

Revenue earned

23 Boiler Inspection Branch

23 Inspections and certificates

23 Accident report

23 Revenue earned

23 Inspectors' certificates of competency

24 Operating Engineers Branch

24 Certificates of qualification

25 Ontario Human Rights Commission

25 Summary of complaints

26 Ontario Labour Relations Board

26 Summary of cases

26 Applications and complaints

27 Results of investigations

28 Conciliation and Mediation Services Branch

28 Applications for conciliation services

Industrial Training Branch

Report of contracts of apprenticeship in trades with regulations

| Trade | Active
Apprentices
April 1, 1969 | During fiscal year | | | Active
Apprentices
March 31, 1969 |
|------------------------------------|--|--------------------|--------------|---------------|---|
| | | Registrations | Completions | Cancellations | |
| Building Trades | 7,810 | 2,362 | 1,065 | 599 | 8,554 |
| air conditioning and refrigeration | 252 | 88 | 36 | 20 | 284 |
| bricklayer | 166 | 51 | 15 | 31 | 191 |
| carpenter | 524 | 243 | 72 | 81 | 616 |
| cement mason | 31 | 19 | 3 | 5 | 48 |
| electrician | 3,045 | 944 | 517 | 162 | 3,310 |
| ironworker | 86 | 39 | 1 | 15 | 111 |
| lather | 84 | 79 | 2 | 8 | 157 |
| mason | 2 | 1 | | 1 | 3 |
| painter and decorator | 74 | 18 | 4 | 23 | 73 |
| plasterer | 26 | 12 | 3 | 7 | 32 |
| plumber | 1,638 | 433 | 198 | 97 | 1,874 |
| sheet metal | 1,262 | 291 | 147 | 107 | 1,349 |
| steamfitter | 620 | 144 | 67 | 42 | 831 |
| Motive Power Trades | 5,334 | 2,415 | 1,014 | 701 | 6,038 |
| alignment and brakes | | 26 | 3 | 5 | 24 |
| auto body | 605 | 335 | 124 | 107 | 813 |
| auto machinist | | 27 | | | 27 |
| auto painter | 62 | 27 | 9 | 13 | 76 |
| fuel and electrical | 31 | 16 | 5 | 9 | 37 |
| heavy duty equipment | | 58 | | 1 | 57 |
| motorcycle | | 21 | | 1 | 20 |
| motor vehicle mechanic | 4,636 | 1,848 | 873 | 563 | 5,714 |
| service station attendant | | 45 | | 2 | 43 |
| transmission | | 10 | | | 10 |
| truck trailer | | 2 | | | 2 |
| Service Trades | 1,772 | 1,068 | 381 | 424 | 2,315 |
| baker | | 26 | | 2 | 24 |
| barber | 191 | 101 | 44 | 50 | 246 |
| chef | 290 | 114 | 49 | 63 | 382 |
| dry cleaner | 6 | | 1 | 1 | 5 |
| hairstresser | 1,146 | 748 | 279 | 284 | 1,681 |
| radio and television | 103 | 71 | 7 | 19 | 152 |
| watch repairer | 36 | 8 | 1 | 5 | 40 |
| Total | 14,916 | 5,845 | 2,460 | 1,724 | 16,481 |

Report of contracts of apprenticeship in trades without regulations

| Trade | Active
Apprentices
April 1, 1969 | During fiscal year | | | Active
Apprentices
March 31, 1970 |
|----------------------------|--|--------------------|-------------|---------------|---|
| | | Registrations | Completions | Cancellations | |
| Electrician | | | | | |
| plant maintenance | 155 | 111 | 44 | 13 | 209 |
| power station maintenance | 44 | 26 | | 5 | 69 |
| plazier and metal mechanic | 18 | 19 | 4 | 2 | 31 |
| horticulture — land | | 31 | | | 31 |
| Industrial machinist | 467 | 120 | 154 | 59 | 374 |
| Industrial mechanic | | | | | |
| instrument repair | 69 | 14 | 17 | 1 | 65 |
| millwright | 303 | 180 | 80 | 30 | 373 |
| Industrial pipefitter | 50 | 37 | 14 | 8 | 65 |
| Tool and die maker | 811 | 365 | 205 | 32 | 939 |
| Welder, arc and gas | 65 | 19 | 16 | 6 | 62 |
| Others | 592 | 242 | 246 | 120 | 468 |
| Total | 2,574 | 1,164 | 780 | 276 | 2,682 |

Report of comparative apprentice registrations in trades having regulations

| Fiscal year
ending
March 31 | Registrations | Certificates
issued | Cancellations | Active
Apprentices |
|-----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1961 | 2,261 | 1,295 | 561 | 6,949 |
| 1962 | 2,332 | 1,442 | 730 | 6,923 |
| 1963 | 2,682 | 1,469 | 825 | 7,207 |
| 1964 | 3,241 | 1,316 | 738 | 8,309 |
| 1965 | 4,243 | 1,543 | 950 | 9,813 |
| 1966 | 4,174 | 1,565 | 1,662 | 10,613 |
| 1967 | 5,598 | 2,281 | 1,523 | 12,407 |
| 1968 | 5,315 | 2,738 | 1,546 | 13,438 |
| 1969 | 5,524 | 2,393 | 1,553 | 14,916 |
| 1970 | 5,845 | 2,460 | 1,724 | 16,577 |
| Cumulative | 70,435 | 32,467 | 18,525 | |

Report of comparative registrations in trades without regulations

| Fiscal year
ending
March 31 | Registrations | Certificates
issued | Cancellations | Active
Apprentices |
|-----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1961 | 158 | 176 | 44 | 457 |
| 1962 | 220 | 156 | 68 | 453 |
| 1963 | 311 | 144 | 78 | 603 |
| 1964 | 486 | 154 | 65 | 870 |
| 1965 | 948 | 178 | 111 | 1,529 |
| 1966 | 838 | 355 | 169 | 1,841 |
| 1967 | 1,551 | 524 | 229 | 2,639 |
| 1968 | 1,136 | 594 | 295 | 2,886 |
| 1969 | 876 | 818 | 370 | 2,574 |
| 1970 | 1,164 | 780 | 276 | 2,682 |
| Cumulative | 9,512 | 4,768 | 2,062 | |

Progressive achievement tests

| Centre | Tests written | Passed | Failed | Total pass |
|-----------------|---------------|--------|--------|------------|
| Cornwall | 8 | 3 | 5 | 38 |
| Hamilton | 297 | 224 | 73 | 79 |
| Kenora | 8 | 3 | 5 | 38 |
| Kingston | 22 | 12 | 10 | 51 |
| Kitchener | 146 | 106 | 40 | 73 |
| London | 264 | 151 | 113 | 51 |
| Orillia | 113 | 81 | 32 | 72 |
| Ottawa | 123 | 39 | 84 | 33 |
| Pembroke | 12 | 7 | 5 | 58 |
| Peterborough | 64 | 44 | 20 | 68 |
| Sault St. Marie | 15 | 7 | 8 | 43 |
| St. Catharines | 121 | 75 | 46 | 63 |
| Sudbury | 101 | 63 | 38 | 63 |
| Thunder Bay | 20 | 13 | 7 | 64 |
| Timmins | 21 | 17 | 4 | 83 |
| Toronto | 1,102 | 645 | 457 | 59 |
| Windsor | 177 | 119 | 58 | 62 |
| Total | 2,614 | 1,609 | 1,005 | 63 |

Summary report of examinations for certificates of qualification

| Compulsory trades | Examinations held | Apprentices | | Students | | Journeyman | |
|------------------------------------|-------------------|-------------|--------|----------|--------|------------|--------|
| | | Passed | Failed | Passed | Failed | Passed | Failed |
| air conditioning and refrigeration | 195 | 25 | 23 | | | 58 | |
| electrician | 2,461 | 461 | 73 | | | 861 | 1,00 |
| plumber | 996 | 168 | 24 | | | 374 | 40 |
| sheet metal | 660 | 111 | 4 | | | 288 | 27 |
| steamfitter | 495 | 58 | 21 | | | 145 | 21 |
| alignment and brakes | 16 | | | | | 9 | |
| auto body | 378 | 99 | 16 | | | 138 | 15 |
| diesel endorsement | 68 | 1 | | | | 54 | |
| fuel and electrical | 39 | 3 | 4 | | | 10 | 2 |
| motorcycle | 45 | | | | | 39 | |
| motor vehicle mechanic | 3,170 | 685 | 350 | | | 734 | 1,40 |
| transmission | 11 | | | | | 8 | |
| truck trailer | 4 | | | | | 1 | |
| barber | 415 | 32 | 6 | 87 | 20 | 208 | 2 |
| hairstresser | 2,115 | 262 | 20 | 1,073 | 36 | 536 | 13 |
| Sub total | 11,068 | 1,905 | 541 | 1,160 | 56 | 3,463 | 3,82 |

| Voluntary and non-
compulsory trades | Examinations held | Apprentices | | Students | | Journeymen | |
|---|-------------------|--------------|------------|--------------|-----------|--------------|--------------|
| | | Passed | Failed | Passed | Failed | Passed | Failed |
| Ticklayer | 33 | 13 | 20 | | | | |
| Carpenter | 82 | 55 | 22 | | | 3 | 2 |
| Painter | 17 | 14 | | | | 3 | |
| Painter and decorator | 7 | 4 | 2 | | | | 1 |
| Automotive painter | 6 | | 1 | | | 3 | 2 |
| Heavy duty | 101 | 2 | | | | 53 | 46 |
| Service station attendant | 3 | | | | | 2 | 1 |
| Plumber | 109 | 41 | 20 | | | 18 | 30 |
| Welding | 34 | | | | | 32 | 2 |
| Radio and television | 136 | 10 | 2 | | | 78 | 46 |
| Sub total | 528 | 139 | 67 | | | 192 | 130 |
| Grand totals | 11,596 | 2,044 | 608 | 1,160 | 56 | 3,655 | 4,073 |

Inter-provincial examinations attempted with results of 70% or better:

Advanced Seals issued to journeymen — 55:

Electrician (22), motor vehicle repairer (23), plumber (8),
refrigeration (2).

Advanced Seals issued to apprentices — 939:

Motor vehicle mechanic (358), electrician (303), plumber (130),
sheet metal (76), auto body repairer (52), refrigeration (12),
teamfitter (8).

Certificates of qualification issued

| Trade | Initial
Issue | Renewals | Duplicate | Reciprocal | Curr
Holds |
|------------------------------------|------------------|----------|-----------|------------|---------------|
| air conditioning and refrigeration | 100 | 1,328 | 5 | | 1,8 |
| barber | 328 | 8,231 | 115 | | 9,3 |
| electrician | | | | | |
| construction/maintenance | 1,444 | 18,950 | 114 | 1 | 21,4 |
| domestic/rural | 83 | 882 | 7 | | 1,0 |
| maintenance | | 743 | 6 | | |
| hairdresser | 1,613 | 20,925 | 1,368 | | 26,8 |
| qualified instructor | 1 | 254 | 10 | | |
| motive power | | | | | |
| alignment and brakes | 16 | 58 | 4 | | |
| auto body | 279 | 5,128 | 74 | 1 | 6,8 |
| fuel and electrical | 19 | 464 | 6 | | |
| motorcycle | 134 | 67 | 4 | | |
| motor vehicle mechanic | 1,702 | 30,814 | 350 | 3 | 34,8 |
| MVM and auto body | | 896 | | | 1,0 |
| MVM and diesel | 2 | 689 | 8 | | |
| partials | 27 | 69 | 1 | 2 | |
| transmission | 7 | | | | |
| truck trailer | 53 | 3 | 1 | | |
| plumber | 759 | 8,283 | 64 | | 9,3 |
| sheet metal | 535 | 4,700 | 36 | 3 | 5,8 |
| steamfitter | 281 | 4,746 | 39 | | 5,8 |
| watch repairer | 8 | 1,311 | 7 | | 1,3 |
| Totals | 7,391 | 108,541 | 2,219 | 10 | 126,8 |

Interim certificates issued

| | | | | | |
|-------------|-------|--|----|--|-----|
| hairdresser | 1,229 | | 12 | | 2,2 |
|-------------|-------|--|----|--|-----|

Voluntary certificates issued

| | | | | | |
|---------------------------|-------|----|----|--|----|
| cement mason | 122 | | | | 0 |
| chef | 147 | | 2 | | 8 |
| dry cleaner | 36 | | 1 | | 0 |
| lather | 94 | | | | 7 |
| motive power | | | | | |
| automotive machinist | 174 | | | | 7 |
| automotive painter | 79 | 18 | 5 | | 8 |
| heavy duty equipment | 638 | | 3 | | 7 |
| service station attendant | 174 | | 2 | | 9 |
| radio and television | 406 | | 4 | | 17 |
| Totals | 1,870 | 18 | 17 | | 52 |

licences issued to private trade schools
during the year ending December 31, 1969

| Trade | Ownership transferred | Renewed | In force
December 31, 1969 |
|------------|-----------------------|---------|-------------------------------|
| Barber | 2 | 4 | 4 |
| Airdresser | — | 21 | 21 |
| | | | 2* |
| Total | 2 | 25 | 25 |
| | | | 2* |

Pending issue of renewal

Report on short-term training projects
developed in industry

| Occupation | Firms
involved | Entered training | | Graduates | |
|-------------------------------------|-------------------|------------------|--------|-----------|--------|
| | | male | female | male | female |
| Conditioner manufacturing | 2 | 32 | — | 16 | — |
| Craft assemblers/maintenance | 4 | 232 | — | 140 | — |
| Aluminum foil and products | 2 | 75 | — | 65 | — |
| Pliances | 1 | 31 | 54 | 8 | 1 |
| to accessories and parts | 6 | 86 | 28 | 49 | 14 |
| to glass installers | 1 | 23 | — | 20 | — |
| Automatic screw manufacturing | 3 | 27 | — | 12 | — |
| Throom fixtures | 1 | 57 | — | 13 | — |
| aring manufacturing | 1 | 1 | — | 1 | — |
| Cycle tires and tubes | 1 | 14 | 12 | 8 | 21 |
| ological specimens | 1 | 3 | — | — | — |
| ats/shipbuilding/yachts | 4 | 22 | — | 30 | — |
| Business machines | 2 | 59 | — | 72 | — |
| ble and relay winders | 1 | — | 66 | — | 40 |
| rpenters | 2 | 30 | — | 6 | — |
| tering services | 1 | — | 94 | — | 76 |
| emicals | 6 | 230 | — | 287 | — |
| ocks and timepieces | 1 | 2 | — | 2 | — |
| mmercial signs | 2 | 4 | — | 7 | — |
| mputer parts | 1 | 48 | 125 | 37 | 98 |
| nstruction | 2 | 13 | — | 12 | — |
| nstruction services | 1 | 5 | — | 4 | — |
| rdage manufacturing | 1 | 30 | 13 | 28 | 11 |
| linders and pistons | 1 | 15 | — | 13 | — |
| ta processing | 1 | 36 | — | 17 | — |
| iamond drilling | 6 | 194 | — | 111 | — |
| ctrical | 1 | 36 | — | 10 | — |
| ctrical motor manufacturing/service | 3 | 21 | 36 | 18 | 31 |
| ctronic components | 3 | 5 | 120 | 3 | 89 |
| ctronic data | 2 | 99 | 35 | 100 | 47 |
| ctronic devices | 2 | — | 10 | — | 10 |
| ctronics | 4 | 1 | 129 | 18 | 88 |
| gineering | 1 | 14 | — | 12 | — |
| Continued | | | | | |

| Occupation | Firms
involved | Entered training | | Graduates | |
|-------------------------------|-------------------|------------------|--------|-----------|--------|
| | | male | female | male | female |
| farm implements | 1 | 6 | — | 6 | — |
| fiberglass fabrication | 1 | 6 | 4 | 6 | — |
| flight recording systems | 1 | 3 | — | — | — |
| forest products | 1 | 13 | — | 12 | — |
| furniture | 11 | 299 | 98 | 175 | — |
| garment | 17 | 5 | 628 | 5 | — |
| glass manufacturing | 4 | 34 | 143 | 30 | — |
| glove manufacturing | 2 | 2 | 14 | 2 | — |
| heavy duty equipment | 6 | 150 | — | 129 | — |
| hockey stick manufacturing | 1 | 14 | — | 7 | — |
| home improvements | 1 | — | — | 2 | — |
| horse grooms | 1 | 18 | — | 14 | — |
| hydro | 1 | 213 | — | 190 | — |
| industrial draftsmen | 1 | 48 | 11 | 40 | — |
| industrial equipment | 1 | — | — | 13 | — |
| industrial technicians | 1 | 10 | — | — | — |
| instrument manufacturing | 1 | 8 | — | — | — |
| light bulbs manufacturing | 1 | — | — | 7 | — |
| lingerie (SMO) | 3 | — | 112 | — | — |
| logging | 3 | 30 | — | 29 | — |
| machine shop | 3 | 45 | — | 33 | — |
| machine tool and die | 3 | 30 | — | 21 | — |
| marinas and small engines | 1 | 21 | — | 15 | — |
| meat cutters | 1 | 47 | — | 20 | — |
| meat processing | 1 | 1 | — | 1 | — |
| mechanical drafting | 1 | 5 | — | — | — |
| metal fabricating | 4 | 198 | — | 171 | — |
| mining | 12 | 601 | — | 551 | — |
| nursing aides | 1 | — | 9 | — | — |
| office equipment repair | 1 | — | — | 1 | — |
| paper products | 4 | 44 | — | 33 | — |
| plastics | 5 | 44 | 9 | 48 | — |
| plastic circuits | 1 | 6 | 9 | — | — |
| plumbing supplies | 1 | 29 | — | 7 | — |
| precast concrete | 1 | 7 | — | — | — |
| pre-employment training | 2 | 24 | — | 13 | — |
| pre-fab homes | 1 | 26 | — | — | — |
| printing and graphic arts | 3 | 47 | 1 | 23 | — |
| public trailers manufacturing | 1 | 8 | 1 | 9 | — |
| public transport ops./mech. | 2 | 236 | — | 250 | — |
| pulp and paper | 1 | 50 | — | — | — |
| continued | | | | | |

| Occupation | Firms
involved | Entered training | | Graduates | |
|------------------------------------|-------------------|------------------|--------|-----------|--------|
| | | male | female | male | female |
| Radio and TV | 2 | 34 | 32 | 34 | 32 |
| Shoe repair — tires | 4 | 103 | — | 57 | — |
| Security equipment manufacturing | 1 | — | 53 | — | 49 |
| Security and protective clothing | 1 | — | 26 | — | 16 |
| Textile ware manufacturing | 1 | 8 | — | — | — |
| Textile mills | 3 | 20 | — | 29 | — |
| Tractor buses | 1 | — | — | 10 | — |
| Tractor manufacturing | 3 | 4 | 39 | 3 | 33 |
| Tractor smith | 3 | 20 | 1 | — | 28 |
| Tractor device manufacturing | 1 | 4 | 1 | — | — |
| Tractor mobile parts manufacturing | 1 | 6 | — | — | — |
| Tractor goods manufacturing | 1 | — | 8 | — | 8 |
| Tractor ionery | 1 | — | — | 6 | — |
| Tractor mills | 1 | 85 | — | 85 | — |
| Tractor wear manufacturing (SMO) | 1 | — | 26 | — | 11 |
| Telecommunications | 3 | 42 | 87 | 22 | 73 |
| Telephone answering secretary | 1 | — | 16 | — | 12 |
| Telephone equipment and wirers | 1 | 412 | 23 | 367 | 22 |
| Tile | 7 | 191 | 143 | 88 | 53 |
| Tile (carpets) | 3 | 38 | 22 | 15 | 10 |
| Tile (fiberglass) | 1 | 42 | 8 | 30 | 4 |
| Tile (synthetic) | 4 | 185 | 16 | 186 | 3 |
| Tractor cord and fabric | 1 | 17 | — | 14 | — |
| Tractor makers | 1 | 35 | — | 30 | — |
| Tractor manufacturing | 1 | 17 | — | 17 | — |
| Tractor drivers | 1 | 41 | — | — | — |
| Tractor lathe operators | 1 | 6 | — | 1 | — |
| Tractor holstery | 1 | — | 6 | — | — |
| Tractor processing | 2 | 27 | 4 | 23 | 3 |
| Tractor ding gun manufacturing | 1 | 5 | — | 4 | — |
| Tractor ers and solderers | 1 | — | 39 | — | — |
| Tractor od crafting | 1 | 5 | — | — | — |
| Tractor conium products | 1 | 12 | — | 68 | — |
| Total | 237 | 5,132 | 2,311 | 4,071 | 1,592 |

Employment Standards Branch

| Payroll inspections | April 1, 1968
to
March 31, 1969 | April 1, 1969
to
March 31, 1970 |
|-----------------------------|---------------------------------------|---------------------------------------|
| routine investigations | 29,941 | 874 |
| complaints and assignments | 8,320 | 14,962 |
| Total investigations | 38,261 | 15,836 |

| Arrears collected | April 1, 1968
to
March 31, 1969 | April 1, 1969
to
March 31, 1970 | Number of employers | | Number of employees | |
|--------------------------|---------------------------------------|---------------------------------------|---------------------|--------------|---------------------|---------------|
| | | | 1969 | 1970 | 1969 | 1970 |
| minimum wage | \$ 45,333.94 | \$106,930.24 | 744 | 753 | 1,572 | 2,974 |
| collection of wages | 15,364.76* | 124,958.36 | 191* | 1,270 | 253* | 1,741 |
| overtime pay | 10,359.59* | 503,306.52 | 99* | 1,862 | 443* | 10,471 |
| Equal pay for equal work | 3,227.08* | 91,171.30 | 11* | 19 | 75* | 71 |
| vacation pay | 458,843.17 | 538,569.13 | 5,050 | 4,755 | 26,066 | 30,000 |
| industrial standards | 74,872.53 | 93,104.08 | 262 | 179 | 868 | 71 |
| fair wage schedules | 123,973.22 | 26,377.35 | 230 | 41 | 2,445 | 31 |
| Totals | 731,974.29 | 1,484,416.98 | 6,587 | 8,879 | 31,722 | 47,000 |

* Arrears collected January 1, 1969 to March 31, 1969

| Vacation Pay | April 1, 1968
to
March 31, 1969 | April 1, 1969
to
March 31, 1970 |
|---|---------------------------------------|---------------------------------------|
| value of stamps sold during year | \$ 9,485,354 | Program |
| number of vacation-with-pay stamp books | 111,900 | Discontinued |

| Overtime Permits issued | | |
|-------------------------|-------|-------|
| 100 hours a year | 4,258 | 1,500 |
| special overtime | 853 | 889 |

| Handicap Permits and Homeworker Permits | | |
|---|-----|-----|
| handicap permits | 104 | 157 |
| homeworker permits | 423 | 525 |

| Fair Wage Schedules — government contracts | | |
|--|---------------|---------------|
| number of contracts | 833 | 894 |
| dollar value of contracts | \$340,177,082 | \$396,651,101 |

| Industrial Standards
Schedules in force | April 1, 1968 | April 1, 1969 |
|--|----------------------|----------------------|
| | to
March 31, 1969 | to
March 31, 1970 |
| Garbering industry | 94 | 77 |
| Construction industries | 85 | 85 |
| Needle trade industries | 6 | 6 |
| Totals | 165 | 168 |

Conferences and Amending Orders

| | | |
|-------------------------|----|----|
| Conferences held | 10 | 4 |
| Amendments to schedules | 13 | 11 |

| Court cases | Charges | | Convictions | | Dismissals | | Pending | |
|--------------------------|---------|------|-------------|------|------------|------|---------|------|
| | 1969 | 1970 | 1969 | 1970 | 1969 | 1970 | 1969 | 1970 |
| Employment Standards Act | 106 | 43 | 64 | 24 | 43 | 7 | 1 | 12 |
| Employment Agencies Act | — | 8 | — | — | — | — | — | 8 |
| Industrial Standards Act | 11 | 30 | 10 | 19 | 1 | 5 | — | 6 |

| Employment agencies
Applications received | | Licences issued | | Renewals
of licences issued | |
|--|------|-----------------|------|--------------------------------|------|
| 1969 | 1970 | 1969 | 1970 | 1969 | 1970 |
| 115 | 172 | 98 | 158 | 276 | 287 |

The total licenses issued (445) represents a 19% increase over the previous fiscal year

Office of the Athletics Commissioner

Statement of revenue for year ending March 31, 1970

| | | |
|--|------------|--------------------|
| Professional wrestling | | |
| taxes | | \$ 9,669.08 |
| licences: | | |
| professional wrestling licence, class 2 | 267 at \$5 | 1,335.00 |
| to take part in exhibitions | 149 at \$5 | 745.00 |
| to referee exhibitions | 10 at \$10 | 100.00 |
| to referee exhibitions | 8 at \$25 | 200.00 |
| | | 12,049.08 |
| Professional boxing | | |
| taxes | | 401.83 |
| licences: | | |
| professional boxing licence, class 2 | 1 at \$5 | 5.00 |
| to take part in contests and exhibitions | 37 at \$5 | 185.00 |
| to referee contests and exhibitions | 17 at \$2 | 34.00 |
| to act as second at contests and exhibitions | 22 at \$2 | 44.00 |
| | | 669.83 |
| Amateur boxing | | |
| licence to hold contests or exhibitions | 43 at \$5 | 215.00 |
| licence to referee contests or exhibitions | 9 at \$1 | 9.00 |
| | | 224.00 |
| Amateur wrestling | | |
| licence to hold contests or exhibitions | 5 at \$2 | 10.00 |
| Fine | | |
| | | 45.00 |
| Total | | \$12,997.91 |

Revenue received for licences issued, 1969-70

| Type of licence | Amount |
|--|--------------------|
| professional wrestling: | |
| professional wrestling licences, class 2 | \$ 1,335.00 |
| to take part in exhibitions | 745.00 |
| to referee exhibitions | 300.00* |
| professional boxing: | |
| professional boxing licence, class 2 | 5.00 |
| to take part in contests and exhibitions | 185.00 |
| to referee contests and exhibitions | 34.00 |
| to act as second at contests and exhibitions | 44.00 |
| amateur boxing: | |
| for holding contests or exhibitions | 215.00 |
| to referee contests and exhibitions | 9.00 |
| amateur wrestling: | |
| for holding contests or exhibitions | 10.00 |
| Total | \$ 2,882.00 |

*10 licences at \$10 each; 8 licences at \$25 each.

Licences issued, 1969-70

| Type of licence | Number of licences |
|--|--------------------|
| professional wrestling: | |
| professional wrestling licences, class 2 | 267 |
| to take part in exhibitions | 149 |
| to referee exhibitions | 10 |
| professional boxing: | |
| professional boxing licences, class 2 | 1 |
| to take part in contests and exhibitions | 37 |
| to referee contests and exhibitions | 17 |
| to act as second at contests and exhibitions | 22 |
| amateur boxing: | |
| for holding contests or exhibitions | 37 |
| to referee contests and exhibitions | 17 |
| amateur wrestling: | |
| for holding contests or exhibitions | 5 |
| Total | 5 |

Assistance to amateur sport, 1969-70

| | |
|--|---------------------|
| Equipment grants | \$113,689.00 |
| Awards and prizes | 8,360.00 |
| Financial grants: | |
| Hamilton Canusa Games Committee | 500.00 |
| Irish Canadian Rugger Club | 600.00 |
| Port Colborne Comettes Softball Team | 500.00 |
| Ontario Rural Softball Association | 600.00 |
| Ontario Region, Canadian Water Ski Association | 500.00 |
| Ontario Water Polo Association | 750.00 |
| Canamer Games, Brantford, Ontario | 500.00 |
| Burlington (Ontario) International Games Fund | 750.00 |
| Ontario Baseball Association | 750.00 |
| Galt National Little League | 500.00 |
| Galt Hornets Senior Hockey Club | 1,000.00 |
| Thunder Bay Branch, A.A.U. of Canada | 400.00 |
| Ontario Team Handball Federation | 200.00 |
| Ontario Minor Lacrosse Association | 750.00 |
| Ontario Section, Canadian Amateur Swimming Association | 1,000.00 |
| Ontario Amateur Speed Skating Association | 750.00 |
| Ontario Amateur Basketball Association | 750.00 |
| Ontario Amateur Wrestling Federation | 900.00 |
| Central Branch, Ontario Weightlifting Association | 750.00 |
| Ontario Rural Hockey Association | 750.00 |
| Central Ontario Branch, A.A.U. of Canada | 750.00 |
| Ontario Division, Canadian Amateur Ski Association | 3,250.00 |
| Toronto Wanderers Rugby Union | 750.00 |
| Total | \$139,999.00 |

Industrial Safety Branch

Statistics for fiscal year ending March 31, 1970

| Subject of complaints | Upheld | Not upheld | Total |
|-----------------------|------------|------------|------------|
| Mild labour | 2 | — | 2 |
| Machinery | 45 | 24 | 69 |
| Fire hazards | 17 | 8 | 25 |
| Sanitation | 58 | 51 | 109 |
| Heat and light | 71 | 30 | 101 |
| Fumes and dust | 80 | 57 | 137 |
| Miscellaneous | 84 | 76 | 160 |
| Total | 357 | 246 | 603 |

| Industrial diseases | |
|--------------------------------|------------|
| Asthma | 38 |
| Breast cancer | 1 |
| Emphysema | 2 |
| Lead poisoning | 1 |
| Mercury contamination of lungs | 1 |
| Orchitis | 4 |
| Chronic poisoning | 3 |
| Dermatitis and other rashes | 548 |
| Diabetes (unclassified) | 2 |
| Eczema | 1 |
| Gastritis | 1 |
| Snake poisoning | 1 |
| Lead poisoning | 7 |
| Heart congestion | 16 |
| Heart (unclassified) | 1 |
| Diabetes | 6 |
| Tuberculosis (lung) | 1 |
| White hand syndrome | 9 |
| Total | 642 |

Summary

1,969 accidents and industrial diseases reported.
 1 of the above were fatal.
 543 accidents were investigated.
 There were 51 explosions causing injuries to 52 employees,
 1 of which was fatal.
 1 of the total explosions were not within the Branch's jurisdiction.
 10 machines and equipment were tagged out of order.
 1,507 directions were issued.
 1,346 directions were completed.

Report of number of inspections by industry

| Industry | Inspections* | Special visits | Total |
|--|---------------|----------------|---------------|
| Manufacturing | 17,389 | 5,638 | 23,027 |
| Food and beverages | 2,432 | 514 | 2,946 |
| Tobacco products | 18 | 2 | 20 |
| Rubber products | 154 | 112 | 266 |
| Leather products | 227 | 90 | 317 |
| Textile products (except clothing) | 462 | 162 | 624 |
| Knitting mills | 125 | 32 | 157 |
| Clothing | 550 | 103 | 653 |
| Wood products | 1,377 | 351 | 1,728 |
| Furniture and fixtures | 1,050 | 220 | 1,270 |
| Paper and allied industries | 373 | 165 | 538 |
| Printing, publishing and allied industries | 1,307 | 250 | 1,557 |
| Primary metal | 358 | 294 | 652 |
| Metal fabricating (except mach. and trans. equipment) | 3,426 | 1,095 | 4,521 |
| Machinery (except electrical machinery) | 856 | 339 | 1,195 |
| Transportation equipment | 749 | 493 | 1,242 |
| Electrical products | 779 | 424 | 1,203 |
| Non-metallic mineral products | 809 | 276 | 1,085 |
| Petroleum and coal products | 76 | 27 | 103 |
| Chemical and chemical products | 759 | 253 | 1,012 |
| Miscellaneous manufacturing | 1,429 | 418 | 1,847 |
| Miscellaneous manufacturing incidental to other industries | 73 | 18 | 91 |
| Construction | 1,900 | 318 | 2,218 |
| Transportation, storage and communication | 1,595 | 246 | 1,841 |
| Transportation | 1,129 | 187 | 1,316 |
| Storage (including grain elevators) | 334 | 46 | 380 |
| Communication | 132 | 13 | 145 |
| Public utilities | 336 | 41 | 377 |
| Trade | 21,968 | 2,703 | 24,671 |
| Wholesale trade | 5,614 | 787 | 6,401 |
| Retail trade | 16,354 | 1,916 | 18,270 |
| Finance, insurance and real estate | 615 | 159 | 774 |
| Service | 5,024 | 576 | 5,600 |
| Education and related service | 33 | 6 | 39 |
| Health and welfare service | 193 | 22 | 215 |
| Religious organizations | — | — | — |
| Recreation service | 128 | 8 | 136 |
| Business service | 260 | 39 | 299 |
| Personal service | 3,452 | 360 | 3,812 |
| Miscellaneous service | 958 | 141 | 1,099 |
| Public administration and defence | 536 | 91 | 627 |
| Unspecified or undefined | 6 | 18 | 24 |
| Total | 49,369 | 9,790 | 59,159 |

*Inspections made with respect to the enforcement of the Acts and Regulations administered by the Department of Labour.

Directions of officers to employers
under The Industrial Safety Act, 1964

| Industry | Subjects of Directions* | | | | | | |
|--|-------------------------|-------|-------|-------------------|-----------------------|----------------------|--------------------|
| | Inspections | | Total | Fire escapes etc. | Plans to be submitted | Elevators and hoists | Guarding machinery |
| Boilers | Other pressure vessels | | | | | | |
| Manufacturing | 4 | 407 | 411 | 1,670 | 310 | 9 | 10,76 |
| food and beverages | 2 | 33 | 35 | 203 | 37 | 3 | 1,08 |
| tobacco products | | 2 | 2 | | | | 1 |
| rubber products | | 1 | 1 | 22 | 1 | | 15 |
| leather products | | 1 | 1 | 31 | | | 17 |
| textile products (except clothing) | | 3 | 3 | 53 | 2 | | 32 |
| knitting mills | | 1 | 1 | 18 | 1 | | 4 |
| clothing | | | | 25 | 1 | | 14 |
| wood products | | 39 | 39 | 87 | 42 | | 92 |
| furniture and fixtures | | 27 | 27 | 148 | 20 | | 50 |
| paper and allied industries | | 13 | 13 | 66 | 6 | | 38 |
| printing, publishing and allied industries | | 9 | 9 | 112 | 13 | 1 | 26 |
| primary metal | | 11 | 11 | 22 | 26 | | 36 |
| metal fabricating (except mach. and trans. equipment) | | 118 | 118 | 220 | 57 | 1 | 2,58 |
| machinery (except electrical) | | 30 | 30 | 88 | 22 | | 50 |
| transportation equipment | | 24 | 24 | 132 | 20 | 2 | 89 |
| electrical products | | 7 | 7 | 82 | 7 | | 72 |
| non-metallic mineral products | | 28 | 28 | 66 | 17 | 2 | 44 |
| petroleum and coal products | 1 | 4 | 5 | 7 | 4 | | 5 |
| chemical and chemical products | 1 | 14 | 15 | 107 | 17 | | 37 |
| miscellaneous manufacturing | | 38 | 38 | 179 | 15 | | 77 |
| miscellaneous manufacturing incidental to other industries | | 4 | 4 | 2 | 2 | | 2 |
| Construction | | 49 | 49 | 90 | 90 | | 41 |
| Transportation, storage and communication | | 50 | 50 | 118 | 33 | 1 | 21 |
| transportation | | 47 | 47 | 78 | 21 | | 12 |
| storage (including grain elevators) | | 2 | 2 | 32 | 12 | 1 | 7 |
| communication | | 1 | 1 | 8 | | | 1 |
| Public utilities | | 2 | 2 | 17 | 4 | | 6 |
| Trade | 14 | 628 | 642 | 1,550 | 223 | 2 | 2,08 |
| wholesale trade | 5 | 114 | 119 | 359 | 63 | 1 | 73 |
| retail trade | 9 | 514 | 523 | 1,191 | 160 | 1 | 1,34 |
| Finance, insurance and real estate | 2 | 1 | 3 | 182 | 61 | | 2 |
| Service | 2 | 53 | 55 | 193 | 25 | | 50 |
| education and related service | | | | 2 | | | 1 |
| health and welfare service | | 1 | 1 | 2 | | | 3 |
| religious organizations | | | | | | | |
| recreation service | | 2 | 2 | 5 | 2 | | |
| business service | | 6 | 6 | 22 | 2 | | 3 |
| personal service | 1 | 18 | 19 | 113 | 12 | | 20 |
| miscellaneous service | 1 | 26 | 27 | 49 | 9 | | 21 |
| Public administration and defence | | 24 | 24 | 38 | 4 | | 12 |
| Unspecified or undefined | | | | | 2 | | |
| Total | 22 | 1,214 | 1,236 | 3,858 | 752 | 12 | 14,19 |

*Directions given for the protection of the health and safety of employees or any persons in a factory, shop or office building

| Distribution of employees in industry | | | | | | | | | | Summary of prosecutions for fiscal year ending March 31, 1970 | | | |
|---------------------------------------|-------------|------------|-----------------|--------------|---------------------------|---------------|--------------|---------------|---|---|-----------|-----------------|-----------|
| | | | | | | | | | | Male | Female | Total employees | |
| Light | Ventilation | Sanitation | Seats for women | Toilets etc. | Dressing room metron etc. | Hair covering | Child labour | Miscellaneous | Totals | Industry | | Charges | |
| 38 | 1,066 | 1,179 | 34 | 12 | 82 | 3 | 9,510 | 25,119 | Manufacturing | 770,814 | 234,949 | 1,005,763 | |
| 5 | 39 | 139 | 11 | 1 | 4 | 1 | 833 | 2,394 | food and beverages | 57,554 | 22,846 | 80,400 | |
| 4 | 22 | 13 | | | 2 | | 12 | 33 | tobacco products | 2,432 | 687 | 3,119 | |
| 2 | 12 | 13 | | | 1 | | 113 | 337 | rubber products | 16,012 | 4,102 | 20,114 | |
| 2 | 12 | 27 | | | 1 | | 80 | 320 | leather products | 10,570 | 7,196 | 17,766 | |
| 2 | 1 | 2 | | | 1 | | 11 | 225 | textile products (except clothing) | 28,538 | 10,989 | 39,527 | |
| 1 | 41 | 66 | | | 1 | | 26 | 97 | knitting mills | 5,295 | 2,639 | 7,934 | |
| 1 | 48 | 61 | 3 | | 4 | | 32 | 217 | clothing | 11,244 | 10,510 | 21,854 | |
| 2 | 26 | 26 | | | 2 | | 304 | 807 | wood products | 27,237 | 4,431 | 31,668 | |
| 3 | 37 | 58 | | | 1 | | 590 | 1,196 | furniture and fixtures | 25,335 | 5,802 | 31,137 | |
| 3 | 104 | 70 | | | 1 | | 3 | 304 | paper and allied industries | 46,716 | 9,442 | 56,158 | |
| 4 | 214 | 227 | 6 | | 16 | | 2,071 | 5,531 | printing, publishing and allied industries | 30,251 | 12,380 | 42,631 | |
| 3 | 48 | 59 | | | 3 | | 647 | 1,408 | primary metal | 63,117 | 5,816 | 68,933 | |
| 3 | 110 | 121 | 3 | | 2 | | 868 | 2,178 | metal fabricating (except mach. and trans. equipment) | 92,878 | 25,297 | 118,175 | |
| 2 | 99 | 69 | 1 | | 1 | 13 | 1 | 900 | machinery (except electrical machinery) | 47,433 | 14,972 | 62,405 | |
| 2 | 76 | 52 | 5 | | 1 | | 570 | 1,266 | transportation equipment | 129,668 | 23,103 | 152,771 | |
| 1 | 74 | 88 | | | 3 | | 84 | 174 | electrical products | 81,316 | 35,676 | 116,992 | |
| 4 | 95 | 73 | 2 | | 1 | | 634 | 1,821 | non-metallic mineral products | 28,186 | 4,579 | 32,765 | |
| 2 | 1 | 2 | | | | | 15 | 48 | petroleum and coal products | 5,935 | 821 | 6,756 | |
| 5 | 24 | 35 | | | 1 | | 498 | 895 | chemical and chemical products | 30,834 | 13,211 | 44,045 | |
| 3 | 16 | 26 | | | 1 | | 284 | 607 | miscellaneous manufacturing | 32,783 | 20,202 | 52,985 | |
| 2 | 5 | 9 | | | | | 113 | 251 | incidental to other industries | 480 | 148 | 628 | |
| 2 | 3 | | | | | | 11 | 37 | Construction | 22,846 | 3,397 | 26,243 | |
| 1 | 3 | 9 | 3 | | | | 95 | 197 | Transportation, storage and communication | 31,255 | 8,910 | 40,165 | |
| 31 | 234 | 570 | 1 | 22 | 16 | 2 | 2 | 4,119 | 9,506 | transportation | 20,147 | 3,952 | 23,199 |
| 9 | 60 | 93 | | 9 | 2 | 2 | 1 | 1,239 | 2,683 | storage (including grain elevators) | 5,481 | 985 | 6,466 |
| 22 | 184 | 477 | 1 | 13 | 14 | | 1 | 2,880 | 6,823 | communication | 5,627 | 4,873 | 10,500 |
| 6 | 13 | 24 | | 6 | | 1 | | 140 | 467 | Public utilities | 7,638 | 2,529 | 10,167 |
| 6 | 54 | 148 | | 3 | 4 | 1 | | 777 | 1,791 | Trade | 168,168 | 71,746 | 239,904 |
| 1 | 2 | 1 | | | 1 | | | 7 | 22 | wholesale trade | 47,338 | 18,960 | 66,298 |
| 1 | 13 | 6 | | | | | | 42 | 130 | retail trade | 120,820 | 52,786 | 173,606 |
| 4 | 22 | 107 | | 3 | 2 | | | 450 | 955 | Finance, insurance and real estate | 13,540 | 8,787 | 22,327 |
| 17 | 31 | | | | | | | 233 | 582 | Service | 31,438 | 19,628 | 51,066 |
| 6 | 25 | 12 | | 6 | 1 | | | 144 | 381 | education and related service | 822 | 264 | 1,086 |
| 5 | | | | | | | | 2 | 7 | health and welfare service | 1,956 | 1,259 | 3,215 |
| 5 | | | | | | | | | | religious organizations | — | — | — |
| 5 | | | | | | | | | | recreation service | 864 | 290 | 1,154 |
| 5 | | | | | | | | | | business service | 3,854 | 2,085 | 5,939 |
| 5 | | | | | | | | | | personal service | 17,646 | 14,414 | 32,060 |
| 5 | | | | | | | | | | miscellaneous service | 6,296 | 1,316 | 7,612 |
| 5 | | | | | | | | | | Public administration and defence | 13,829 | 5,149 | 18,978 |
| 5 | | | | | | | | | | Unspecified or undefined | 79 | 9 | 88 |
| 5 | 1,446 | 2,016 | 4 | 77 | 34 | 86 | 5 | 16,620 | 39,507 | Total | 1,059,507 | 355,104 | 1,414,701 |

Construction Safety Branch

Summary of inspectors' annual reports The Trench Excavators' Protection Act Calendar year 1969

| May 9, 1970 | The Trench Excavators' Protection Act |
|--|---------------------------------------|
| number of inspectors appointed | 1,138* |
| number of notices received | 20,763 |
| total length of trenches for which notices were received (approx. 1,680 miles) | 8,881,000 lin. ft. |
| number of informations laid | 11 |
| number of convictions | 12 |
| total amount of fines | \$2,875.00 |
| fatalities on projects under The Trench Excavators' Protection Act | 3 |
| number of stop work orders | 667 |
| number of orders to comply | 2,198 |
| number of inspections reported | 70,528 |

*Number of inspectors recorded in annual reports submitted
1782 local municipalities out of 9211

Inspections by construction safety officers April 1, 1969 to March 31, 1970

| 1. joint inspections with municipal inspectors | 1,908 |
|---|-------|
| 2. inspections by provincial construction safety officer in areas where he was inspector (unorganized territories in territorial districts) | 11 |
| 3. other independent inspections and calls on trench inspectors | 948 |
| Total | 2,867 |

Inspections by construction safety officers April 1, 1969 to March 31, 1970

| The Construction Safety Act | |
|---|-------|
| 1. joint inspections with municipal inspectors | 5,598 |
| 2. inspections by provincial construction safety officer in areas where he was inspector (unorganized territories in territorial districts) | 374 |
| 3. other independent inspection (e.g. in areas where no inspector is appointed) | 55 |
| 4. promotional and public relations calls (i.e. on clerks, wardens, etc.) | 1,171 |
| Total | 7,198 |

Summary of inspectors' annual reports The Construction Safety Act, Calendar year 1969

| | |
|---|-------------|
| number of inspectors appointed | 263 |
| number of inspections | 133,479 |
| number of informations laid | 395 |
| number of convictions | 277 |
| total amount of fines | \$42,170.00 |
| number of fatalities on projects under The Construction Safety Act, 1961-62 | 41* |
| number of stop work orders | 4,558 |
| number of orders to comply | 23,373 |

*38 of 41 fatalities occurred in municipalities required to appoint an inspector under The Construction Safety Act and 3 occurred in territorial districts

Projects inspected under Ontario Regulation 100/63 April 1, 1969 to March 31, 1970 Projects under compressed air

| No. | Contractor | Location | Pressure Min. | Max. | Number of decompressions Shift: workers | Supervisors etc. | Total |
|--------|---------------------------------------|-------------|---------------|------|---|------------------|--------|
| 67/97 | Furline Const. Limited | Toronto | 6 | 10 | 3,573 | 1,148 | 4,721 |
| 68/165 | S. McNally & Sons Limited | Toronto | 10 | 12 | 424 | 255 | 680 |
| 68/207 | Robert McAlpine Limited | Toronto | 6 | 6 | 3,685 | 2,092 | 5,777 |
| 68/238 | Keystone Construction Limited | Toronto | 11 | 14 | 1,215 | 358 | 1,573 |
| 68/262 | S. McNally & Sons Limited | Toronto | 3 | 9 | 4,519 | 2,034 | 6,553 |
| 68/382 | Scott-Jackson Construction Limited | Guelph | 3 | 10 | 2,202 | 578 | 2,780 |
| 69/44 | Ontario Underground Construction Ltd. | Scarborough | 3 | 12 | 1,076 | 160 | 1,236 |
| 69/163 | Crutan Construction Co. Limited | Toronto | 4 | 13 | 1,938 | 589 | 2,525 |
| 69/194 | S. McNally & Sons Limited | Toronto | 4 | 13 | 2,009 | 989 | 2,998 |
| 69/169 | S. McNally & Sons Limited | Scarborough | 5 | 14 | 1,510 | 612 | 2,122 |
| 69/199 | Jno. Maguire Const. Limited | Toronto | 6 | 11 | 393 | 162 | 555 |
| 69/211 | Sanione Const. Company Limited | Toronto | 5 | 7 | 451 | 111 | 562 |
| Total | | | | | 22,993 | 8,689 | 31,682 |

*Project still in progress April 1, 1970

Projects under Ontario Regulation 100/63 April 1, 1969 to March 31, 1970

Inspection Summary

| Projects under inspection | Completed during year | C/F to next year | Length of Tunnel, Feet Less than 60" diam. | 60" diam. and over | Projects under compressed air | No. of inspections | No. of directions | No. of inspections and directions |
|--------------------------------|-----------------------|------------------|--|--------------------|-------------------------------|--------------------|-------------------|-----------------------------------|
| long tunnels | 100 | 73 | 27 | 6,434' | 130,684' | 12 | 1,681 | 890 |
| short tunnels (under 50') | 91 | 79 | 12 | 4,172' | 73' | — | 429 | 85 |
| jacked tunnels | 70 | 65 | 5 | 6,928' | 400' | — | 225 | 43 |
| large caissons | 1 | 1 | — | N/A | N/A | — | 6 | 6 |
| sugared caissons* | 121 | 104 | 17 | N/A | N/A | — | 629 | 81 |
| cofferdams, underpinning, etc. | 36 | 23 | 13 | N/A | N/A | — | 258 | 43 |
| Total | 419 | 346 | 74 | 17,534' | 140,157' | 12 | 3,228 | 1,147 |

*7,699 units

N/A — not applicable

Elevator Inspection Branch

1969-1970 Inspections

| Type of installation | New inst. | Sub. | M.A. | Ann. | Spec. | Call | Safety pass | Safety fail | Total |
|--------------------------------|--------------|------------|-----------|---------------|--------------|--------------|---------------|-------------|---------------|
| passenger elevator | 866 | 222 | 39 | 8,297 | 1,752 | 3,294 | 7,612 | 61 | 22,143 |
| h.p. passenger | 3 | 2 | | 160 | 13 | 53 | 141 | 14 | 386 |
| freight elevator | 62 | 39 | 8 | 4,580 | 762 | 2,773 | 3,395 | 95 | 11,714 |
| h.p. freight | | | | 30 | 4 | 36 | 15 | 1 | 86 |
| freight and passenger elevator | 3 | 3 | | 36 | 3 | 23 | 34 | | 102 |
| class A d/w | 45 | 13 | 3 | 1,270 | 120 | 459 | 128 | | 2,038 |
| h.p. class A d/w | 1 | | | 10 | 1 | 15 | | | 27 |
| class B d/w | 6 | 4 | | 125 | 23 | 97 | 23 | 1 | 279 |
| h.p. class B d/w | | | | 11 | | 7 | 1 | | 19 |
| escalator | 36 | 9 | | 474 | 59 | 226 | 1 | | 805 |
| inclined lift | | | | 24 | 18 | 28 | 32 | 11 | 113 |
| manlift | 1 | 1 | 1 | 117 | 16 | 51 | | | 187 |
| ski tow rope | 23 | 6 | 2 | 166 | 6 | 76 | | | 279 |
| ski tow T bar | 10 | 8 | 3 | 82 | 2 | 19 | | | 124 |
| ski tow J bar | 1 | | 1 | 9 | | 1 | | | 12 |
| poma lift | 1 | 1 | | 15 | | 12 | | | 29 |
| chair lift | 10 | 11 | 1 | 15 | 6 | 11 | | | 54 |
| moving walk | | | | 6 | 1 | 6 | | | 13 |
| stair chair lift | 3 | | | 7 | 2 | 8 | 4 | | 24 |
| golf tow rope | 1 | | | 8 | 2 | 2 | | | 13 |
| stage lift | 4 | 2 | | 2 | 1 | 1 | | | 10 |
| Total | 1,076 | 321 | 58 | 15,444 | 2,791 | 7,198 | 11,386 | 183 | 38,457 |

Inspections of construction hoists

| Installation | Inspections | | Total | Miscellaneous | Total |
|-----------------|-------------|------------|--------------|---------------|--------------|
| | First | Repeat | | | |
| material hoist | 210 | 723 | 933 | * 339 | 1,272 |
| workmen's hoist | 39 | 240 | 279 | * 70 | 349 |
| Total | 249 | 963 | 1,212 | 409 | 1,621 |

Calls re shut-downs, re-instated, dismantled, accidents and miscellaneous (non-revenue) inspections.

Accident report for period ending March 31, 1970

| Type of installation | Total accidents reported | Accidents investigated | Cause of accident | | Persons injured | | | Total | No. injured |
|-------------------------------------|--------------------------|------------------------|-------------------|------------|-----------------|-----------|----------|------------|-------------|
| | | | Equip. failed | Other | Minor | Serious | Fatal | | |
| passenger elevator | 69 | 24 | 14 | 55 | 45 | 13 | 1 | 59 | 1 |
| h.p. passenger freight elevator | 134 | 45 | 15 | 119 | 90 | 33 | 1 | 124 | |
| h.p. freight elevator | 2 | 1 | | 2 | 2 | | | 2 | |
| h.p. freight and passenger elevator | 9 | 7 | 3 | 6 | 4 | 1 | | 5 | |
| class A d/w | | | | | | | | | |
| h.p. class A d/w | | | | | | | | | |
| class B d/w | | | | | | | | | |
| h.p. class B d/w | | | | | | | | | |
| escalator | 423 | 19 | 4 | 419 | 363 | 17 | | 380 | 10 |
| incline lift | 1 | 1 | 1 | | | | | | |
| manlift | 2 | 2 | 1 | 1 | | 2 | | 2 | |
| golf tow rope | | | | | | | | | |
| ski tow rope | 5 | 1 | | 5 | 1 | 3 | | 4 | |
| ski tow T bar | 14 | 1 | 1 | 13 | 13 | 1 | | 14 | |
| ski tow J bar | | | | | | | | | |
| poma lift | 1 | 1 | | 1 | 1 | | | 1 | |
| chair lift | 3 | | | 3 | 1 | 2 | | 3 | |
| moving walk | | | | | | | | | |
| stair chair lift | | | | | | | | | |
| Total | 663 | 102 | 39 | 624 | 520 | 72 | 2 | 594 | 12 |
| workmen's hoist | 1 | 1 | | 1 | 2 | | | 2 | |
| material hoist | 3 | 3 | 1 | 2 | 2 | 1 | | 3 | |
| Total | 4 | 4 | 1 | 3 | 4 | 1 | | 5 | |
| Grand Total | 667 | 106 | 40 | 627 | 524 | 73 | 2 | 599 | 12 |

Drawings approved
April 1, 1969 to March 31, 1970

| Type of installation | New | Major alteration | Total |
|--------------------------------|--------------|------------------|--------------|
| passenger elevator | 796 | 28 | 824 |
| h.p. passenger | 5 | 0 | 5 |
| freight elevator | 65 | 5 | 70 |
| h.p. freight | 0 | 0 | 0 |
| freight and passenger elevator | 2 | 0 | 2 |
| class A dumb-waiter | 30 | 3 | 33 |
| h.p. class A dumb-waiter | 0 | 0 | 0 |
| class B dumb-waiter | 1 | 0 | 1 |
| h.p. class B dumb-waiter | 0 | 0 | 0 |
| escalator | 37 | 0 | 37 |
| incline lift | 0 | 0 | 0 |
| manlift | 2 | 0 | 2 |
| stage lift | 1 | 0 | 1 |
| ski rope tow | 21 | 1 | 22 |
| ski tow T bar | 10 | 2 | 12 |
| ski tow J bar | 2 | 0 | 2 |
| poma lift | 0 | 0 | 0 |
| chair lift | 11 | 1 | 12 |
| moving walk | 2 | 0 | 2 |
| stair chair lift | 0 | 0 | 0 |
| golf tow rope | 2 | 0 | 2 |
| Total | 987 | 40 | 1,027 |
| workmen's hoist | 48 | 0 | 48 |
| revised drawings | 298 | 0 | 298 |
| Total | 346 | 0 | 346 |
| Grand Total | 1,333 | 40 | 1,373 |

Licences granted
under The Elevators and Lifts Act

| Type of elevating device | Number issued |
|---|---------------|
| passenger elevator | 9,476 |
| h.p. passenger | 163 |
| freight elevator | 4,755 |
| h.p. freight | 28 |
| freight and passenger | 38 |
| class A d/w | 1,308 |
| h.p. class A d/w | 11 |
| class B d/w | 127 |
| h.p. class B d/w | 11 |
| escalator | 521 |
| incline lift | 26 |
| manlift | 120 |
| stage lift | 3 |
| ski rope tow | 185 |
| ski tow T bar | 96 |
| ski tow J bar | 11 |
| poma lift | 16 |
| chair lift | 26 |
| moving walk | 5 |
| stair chair lift | 10 |
| golf tow rope | 9 |
| Total | 16,945 |
| Total number of transfer licences | 693 |
| Total number of duplicate licences | 57 |

Licences granted
under The Construction Hoists Act

| Type of hoist | Initial | Renewal | Duplicate | Total |
|---------------|------------|-----------|-----------|------------|
| material | 217 | 5 | 1 | 223 |
| workmen's | 39 | 7 | 0 | 46 |
| Total | 256 | 12 | 1 | 269 |

Annual registration of contractors

| Maximum number of
elevator mechanics
employed by contractor | First
annual
registration.
Number of
contractors | Subsequent
annual
registration.
Number of
contractors | Total
number of
contractors |
|---|--|---|-----------------------------------|
| not more than 2 | 12 | 57 | 69 |
| more than 2, but fewer than 20 | 0 | 11 | 11 |
| 20 or more | 0 | 5 | 5 |
| Total | 12 | 73 | 85 |

Revenue earned under The Construction Hoists Act

| Source | Amount |
|---|-------------|
| licences: | \$ 2,595.11 |
| <i>initial licences</i> | 2,480.11 |
| <i>renewal licences</i> | 110.00 |
| <i>transfer licences</i> | 5.00 |
| <i>duplicate licences</i> | |
| approval of drawings and specifications | 1,325.11 |
| inspections | 29,782.11 |
| travel expenses | 43.11 |
| Total | \$33,745.11 |

Revenue earned, 1969-70 under The Elevators and Lifts Act

| Source | Amount |
|--|--------------|
| licences: | \$ 18,059.58 |
| <i>initial licences</i> | 11,949.58 |
| <i>transfer of licences</i> | 5,451.00 |
| <i>duplicate of licences</i> | 659.00 |
| approval of drawings and specifications | 33,675.00 |
| <i>upon submission of drawings and specifications</i> | 33,645.00 |
| <i>additional sets of drawings and specifications</i> | 30.00 |
| annual registration of contractors | 11,535.50 |
| <i>first annual registration</i> | 862.50 |
| <i>subsequent registration</i> | 10,673.00 |
| metal plates | 1,304.00 |
| inspections | 5,579.00 |
| travelling expenses | 851.03 |
| sales of books — Safety Code for Passenger and Freight | 154.25 |
| miscellaneous | 5.30 |
| A.D.P. revenue | 474,356.00 |
| Total | \$545,519.66 |

Boiler Inspection Branch

Inspections and certificates

| | |
|--|---------------|
| Inspections | |
| Boilers and pressure vessels inspected during construction | 34,296 |
| Used boilers and pressure vessels | 3,296 |
| Annual inspections of boilers and pressure vessels | 20,007 |
| Pressure piping | 1,790 |
| Welding inspections | 11,639 |
| Other inspections | 11,360 |
| Total | 82,388 |

| | |
|---|---------------|
| Certificates | |
| Certificates of approval for boilers and pressure vessels | 29,718 |
| Copies of certificates of approval and inspection | 10 |
| Pair certificates issued | 3,913 |
| Total | 33,641 |

| | |
|--|-------|
| Approvals | |
| Designs approved and registered | 2,292 |
| Welding procedures approved and registered | 379 |

Accident report

| Type of vessel involved | Accidents and explosions | Persons injured | |
|-------------------------|--------------------------|-----------------|-------------|
| | | Fatally | Non-fatally |
| Boiler | 6 | — | 2 |
| Pressure vessel | — | — | — |
| Pressure vessel | 6 | 1 | 6 |
| Pressure piping | 6 | — | 5 |
| Miscellaneous | 3 | 1 | 1 |
| Total | 21 | 2 | 14 |

Revenue earned, 1969-70

| | |
|--|---------------------|
| Fees | |
| Approval and registration of designs | \$ 51,838.00 |
| Inspections: | |
| new boilers and pressure vessels | 134,132.50 |
| pressure piping | 19,884.50 |
| used boilers and pressure vessels | 37,892.00 |
| annual inspections of boilers | 98,591.50 |
| | 342,338.50 |
| Tests of welding operators | 87,292.50 |
| Approval of welding procedures | 5,685.00 |
| | 92,977.50 |
| Remittance of expenses incurred by inspectors | 10,402.45 |
| Total | \$445,718.45 |

Inspectors' certificates of competency

| | |
|----------------------|------------|
| Department of Labour | 5 |
| insurance companies | 18 |
| reciprocal | 2 |
| renewals | 251 |
| Total | 276 |

Operating Engineers Branch

Certificates of qualification, 1969-70

| Class | At
March 31,
1969 | Issued on
examination | Certificate
upgraded | At
March 31,
1970 | Fail
to p
examinati |
|-----------------------|-------------------------|--------------------------|-------------------------|-------------------------|---------------------------|
| Stationary engineers: | | | | | |
| first class | 682 | 19 | — | 701 | |
| second class | 3,530 | 110 | 19 | 3,621 | 1 |
| third class | 8,343 | 344 | 110 | 8,577 | 2 |
| fourth class | 10,130 | 668 | 344 | * 10,788 | 1 |
| Operators: | | | | | |
| refrigeration A | 25 | 6 | — | 31 | |
| refrigeration B | 1,136 | 84 | 6 | 1,214 | |
| compressor | 1,130 | 156 | — | 1,286 | |
| Hoist engineers: | | | | | |
| steam | 732 | 42 | — | ** 919 | |
| others | 7,724 | 509 | — | 8,233 | |
| Total | 33,432 | 1,938 | 479 | 35,370 | 5 |

*Includes 334 substitute certificates issued to engineers holding traction certificate.

**Includes 145 substitute certificates issued to engineers holding traction and hoisting (duplex) certificate.

Ontario Human Rights Commission

Summary of formal complaints in respect of employment, public accommodation, housing and notices¹

| Complaints | Brought
forward
from March
31, 1969 | New
cases | Disposition of complaints | | | | Undisposed
of March
31, 1970 |
|--|--|--------------|--|------------|-----------------------------------|-----------------------------------|------------------------------------|
| | | | Settlements
effected by
human rights
officers | Dismissed | Boards of
inquiry ² | Ministerial
order ³ | |
| Employment | | | | | | | |
| Discrimination in employment | 33 | 160 | 54 | 112 | — | — | 27 |
| Unlawful questions on employment | | | | | | | |
| Applications or in written or oral inquiries | 15 | 62 | 54 | 14 | — | — | 9 |
| Unlawful employment advertisements | — | 126 | 80 | 13 | — | — | 33 |
| Discrimination based on age | 13 | 66 | 37 | 27 | 5 | — | 10 |
| Discrimination in union membership | 3 | 1 | — | — | 1 | — | 3 |
| Public accommodation | | | | | | | |
| Discrimination in accommodation, services and facilities | 6 | 50 | 18 | 18 | 16 | — | 4 |
| Housing | | | | | | | |
| Discrimination in dwelling units | 25 | 99 | 49 | 35 | 5 | 1 | 34 |
| Notices | | | | | | | |
| Discriminatory notices or other representation | 7 | 34 | 34 | 3 | — | — | 4 |
| Total | 102 | 598 | 326 | 222 | 27 | 1 | 124 |

The majority of the complaints related to employment, housing and public accommodations were filed by Negroes (239), Canadian Indians (38), East Indians (24), and recently arrived Europeans (21).

Nineteen boards of inquiry were appointed to hear 27 complaint cases.

Prosecution effected for violation of a ministerial order.

Ontario Labour Relations Board

Summary of cases dealt with, fiscal year 1969-70

| Type of case | Case load | | | Cases disposed of | | | | | Cases pending March 31, 1970 |
|---|---------------------------|------------------|-------|-------------------|-----------|-----------|-------|----|------------------------------|
| | Carried over from 1968-69 | Filed in 1969-70 | Total | Granted | Dismissed | Withdrawn | Total | | |
| | | | | | | | | | |
| certification of bargaining agents | 126 | 1,046 | 1,172 | 672 | 213 | 114 | 999 | 17 | |
| declaration of termination of bargaining rights | 8 | 89 | 97 | 37 | 45 | 1 | 83 | 1 | |
| declaration of status of successor trade union or employer | 29 | 30 | 59 | 43 | 8 | 1 | 52 | | |
| declaration that strike or lock-out was unlawful | 2 | 63 | 65 | 3 | 11 | 45 | 59 | | |
| consent to prosecute | 16 | 146 | 162 | 46 | 14 | 81 | 141 | 2 | |
| complaint of unfair practice in employment (Section 65) | 34 | 173 | 207 | 36 | 35 | 105 | 176 | 5 | |
| addition of no-strike or no-lockout clause to collective agreement (Section 33 (2)) | — | 2 | 2 | 1 | — | 1 | 2 | | |
| early termination of collective agreement (Section 39(3)) | 1 | 12 | 13 | 13 | — | — | 13 | | |
| trade union financial statement (Section 63) | — | 3 | 3 | — | 2 | 1 | 3 | | |
| complaints respecting jurisdictional disputes (Section 66) | 7* | 11 | 18 | 7 | 3 | 5 | 15 | | |
| question of whether person is employee (Section 79(2)) | 8 | 26 | 34 | 17 | 2 | 7 | 26 | | |
| reference of questions in conciliation applications or appointment of arbitrators (Section 79a) | 3 | 20 | 23 | 6 | 12 | — | 18 | | |
| Total | 234 | 1,621 | 1,855 | 881 | 345 | 361 | 1,587 | 24 | |

* Revised from 8

Applications and complaints received and disposed of, fiscal years 1965-66 to 1969-70

| Type of case | Received | | | | | | Disposed of | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1965-66 | 1966-67 | 1967-68 | 1968-69 | 1969-70 | Total | 1965-66 | 1966-67 | 1967-68 | 1968-69 | 1969-70 | Total |
| certification of bargaining agents | 992 | 945 | 943 | 1,035 | 1,046 | 4,961 | 1,004 | 948 | 921 | 1,028 | 999 | 4,900 |
| declaration of termination of bargaining rights | 69 | 39 | 92 | 70 | 89 | 359 | 71 | 40 | 89 | 70 | 83 | 353 |
| declaration of status of successor trade union or employer | 29 | 21 | 28 | 66 | 30 | 174 | 33 | 20 | 26 | 41 | 52 | 182 |
| declaration that strike or lock-out unlawful | 54 | 31 | 50 | 44 | 63 | 242 | 54 | 31 | 47 | 45 | 59 | 236 |
| consent to prosecute | 92 | 87 | 106 | 105 | 146 | 536 | 91 | 85 | 95 | 105* | 141 | 517 |
| complaints of unfair practice in employment | 115 | 144 | 188 | 183 | 173 | 803 | 113 | 134 | 175 | 190 | 176 | 791 |
| miscellaneous cases | 49 | 59 | 66 | 62 | 74 | 310 | 67 | 61 | 62 | 56 | 77 | 323 |
| Total | 1,400 | 1,326 | 1,473 | 1,565 | 1,621 | 7,385 | 1,433 | 1,319 | 1,415 | 1,535 | 1,587 | 7,290 |

* Revised from 104

Results of investigation of issues conducted
by examiners and field officers, fiscal year 1969-70

| Type of case | Reports submitted | | Cases in which no reports submitted | | | Total | Number of cases pending investigation at March 31, 1970 | Total number of cases assigned for investigation |
|--|-------------------|-----------------|-------------------------------------|--------------------------------------|---|-------|---|--|
| | Number of reports | Number of cases | Agreement or settlement obtained | Withdrawn before investigation began | Dismissed, withdrawal during investigation denied | | | |
| Confirmation of bargaining agents | 149* | 151 | 76 | 12 | 18 | 106 | 17 | 274 |
| Termination of bargaining rights | 3 | 3 | 2 | — | — | 2 | — | 5 |
| Declaration of status of successor employer | 3 | 3 | 5 | — | — | 5 | — | 8 |
| Question of whether person is employee (Section 79(2)) | 15 | 15 | 2 | 3 | 1 | 6 | 2 | 23 |
| Complaint of unfair practice | 72* | 95 | 73 | — | — | 73 | 11 | 179 |
| Unemployment (Section 65) | 242 | 267 | 158 | 15 | 19 | 192 | 30 | 489* |

*Because of consolidation of cases, the number of reports submitted does not equal the number of applications and complaints investigated.

Total number of cases assigned for investigation is the sum of columns 2, 6 and 7.

Time taken from filing to disposition of applications
in which certification was granted, fiscal year 1969-70

| Time taken in calendar days | All applications | | | Construction applications | | | Non-construction applications | | |
|-----------------------------|------------------|----------|---------------------|---------------------------|----------|---------------------|-------------------------------|----------|---------------------|
| | Number | Per cent | Cumulative per cent | Number | Per cent | Cumulative per cent | Number | Per cent | Cumulative per cent |
| Under 8 | 29 | 4.3 | 4.3 | 27 | 14.3 | 14.3 | 2 | 0.4 | 0.4 |
| 8 - 14 | 123 | 18.3 | 22.6 | 105 | 55.5 | 69.8 | 18 | 3.7 | 4.1 |
| 15 - 21 | 185 | 27.5 | 50.1 | 26 | 13.8 | 83.6 | 159 | 32.9 | 37.0 |
| 22 - 28 | 76 | 11.3 | 61.4 | 9 | 4.8 | 88.4 | 67 | 13.9 | 50.9 |
| 29 - 35 | 63 | 9.4 | 70.8 | 4 | 2.1 | 90.5 | 59 | 12.2 | 63.1 |
| 36 - 42 | 30 | 4.5 | 75.3 | 6 | 3.2 | 93.7 | 24 | 5.0 | 68.1 |
| 43 - 49 | 20 | 3.0 | 78.3 | 3 | 1.6 | 95.3 | 17 | 3.5 | 71.6 |
| 50 - 56 | 12 | 1.8 | 80.1 | 2 | 1.1 | 96.4 | 10 | 2.1 | 73.7 |
| 57 - 63 | 12 | 1.8 | 81.9 | 1 | 0.5 | 96.9 | 11 | 2.3 | 76.0 |
| 64 - 70 | 9 | 1.3 | 83.2 | 1 | 0.5 | 97.4 | 8 | 1.7 | 77.7 |
| 71 - 77 | 14 | 2.1 | 85.3 | 1 | 0.5 | 97.9 | 13 | 2.7 | 80.4 |
| 78 - 84 | 12 | 1.8 | 87.1 | 1 | 0.5 | 98.4 | 11 | 2.3 | 82.7 |
| 85 - 91 | 4 | 0.6 | 87.7 | — | — | — | 4 | 0.8 | 83.5 |
| 92 - 98 | 14 | 2.1 | 89.8 | — | — | — | 14 | 2.9 | 86.4 |
| 99 - 105 | 9 | 1.3 | 91.1 | — | — | — | 9 | 1.8 | 88.2 |
| 106 - 126 | 19 | 2.8 | 93.9 | — | — | — | 19 | 3.9 | 92.1 |
| 127 - 147 | 11 | 1.6 | 95.5 | — | — | — | 11 | 2.3 | 94.4 |
| 148 - 168 | 8 | 1.2 | 96.7 | — | — | — | 8 | 1.7 | 96.1 |
| 169 and over | 22 | 3.3 | 100.0 | 3 | 1.6 | 100.0 | 19 | 3.9 | 100.0 |
| Total | 672 | 100.0 | — | 189 | 100.0 | — | 483 | 100.0 | — |

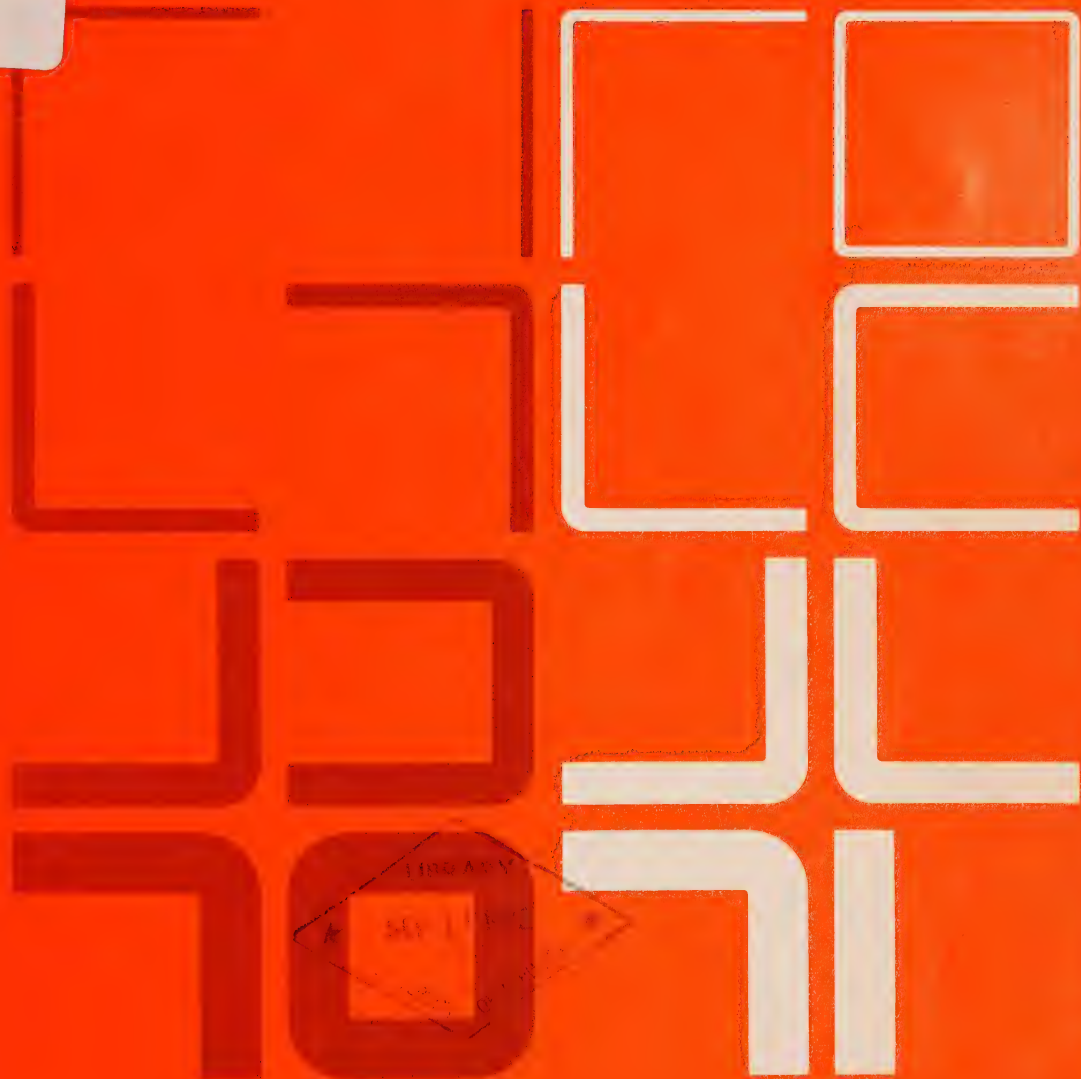
Conciliation and Mediation Services Branch

Applications for conciliation services dealt with
under The Labour Relations Act

| | Disputes | | Number of employers | | Number of employees | |
|--|----------|---------|---------------------|---------|---------------------|---------|
| | 1969-70 | 1968-69 | 1969-70 | 1968-69 | 1969-70 | 1968-69 |
| Disputes dealt with at initial conciliation officer stage | | | | | | |
| in process at beginning of fiscal year | 301 | 283 | 373 | 352 | 64,503 | 36,38 |
| referred to officers during fiscal year | 1,610 | 1,543 | 2,164 | 1,983 | 225,063 | 268,26 |
| total in process during fiscal year | 1,911 | 1,826 | 2,537 | 2,335 | 289,566 | 304,65 |
| disposed of during fiscal year: | 1,653 | 1,525 | 2,240 | 1,962 | 251,947 | 240,14 |
| settled | 668 | 728 | 812 | 873 | 63,803 | 78,43 |
| not settled | 970 | 791 | 1,407 | 1,083 | 187,031 | 161,18 |
| (i) referred to conciliation boards | 24 | 42 | 28 | 67 | 43,734 | 31,86 |
| (ii) no board granted | 946 | 748 | 1,379 | 1,015 | 143,297 | 129,28 |
| lapsed or withdrawn | 15 | 7 | 21 | 7 | 1,113 | 56 |
| mediator | 0 | 0 | 0 | 0 | 0 | |
| in process at end of fiscal year | 258 | 301 | 297 | 371 | 37,619 | 64,43 |
| Disputes dealt with at conciliation board stage | | | | | | |
| in process at beginning of fiscal year | 5 | 16 | 6 | 38 | 628 | 5,50 |
| referred to boards during fiscal year | | | | | | |
| following officer procedure | 24 | 42 | 28 | 67 | 43,734 | 31,86 |
| total in process during fiscal year | 29 | 58 | 34 | 105 | 44,362 | 37,36 |
| disposed of during fiscal year: | 26 | 53 | 30 | 99 | 43,680 | 36,73 |
| settled | 10 | 14 | 11 | 22 | 1,673 | 5,23 |
| (i) reported settled by parties before board constituted | 3 | 1 | 4 | 1 | 863 | 7 |
| (ii) board report submitted, settlement reached | | | | | | |
| during hearings | 7 | 13 | 7 | 21 | 810 | 5,16 |
| board report submitted, no settlement reached | | | | | | |
| during hearings | 16 | 39 | 19 | 77 | 42,007 | 31,49 |
| conciliation boards still in process at end of fiscal year | 3 | 5 | 4 | 6 | 682 | 62 |

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April 1, 1970/March 31, 1971
For the fiscal year ending March 31, 1971
52nd Annual Report

Ontario Department of Labour Annual Report 1970-1971



Ontario Department of Labour
Hon. Gordon Carton, QC, Minister
T.M. Eberlee, Deputy Minister

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Letter of Transmittal

**To His Honour
the Lieutenant-Governor in Council**

May it please Your Honour:
The undersigned has the honour to present
the 52nd Annual Report of
the Department of Labour for the fiscal year
ending March 31, 1971.

All of which is respectfully submitted.

Gordon Carton

Hon. Gordon Carton, QC
Minister



Organization Diagram



In the half century since its establishment as a separate department of government, the Ontario Department of Labour has grown into a complex and many-sided operation concerned with the development and protection of human resources in the widest context of employment.

Labour law in Ontario was first introduced to protect women and children (the only groups covered by the 60-hour work week enforced by The Ontario Factory Act of 1884) and to ensure safe working conditions. Today the Department of Labour administers and enforces 22 pieces of legislation designed to safeguard the economic well-being of the Province's working men and women and help them to meet and benefit from social and economic change.

The legislation covers such areas as the rights of the individual who is employed, the rights of labour unions and management, safety in industry, the safeguarding of wages and other labour standards, protection against discrimination, the promotion of opportunities for workers through skill training programs, and the maintenance of harmonious labour-management relations.

The Department divides into four distinct divisions, with an over-all staff of over a thousand. The branches concerned with the quality and quantity, protection and productivity of the work force are collected together under one division called Manpower Services. The Safety and Technical Services Division is involved with the safety of workers and the general public. Labour-management relations are handled by the Labour Relations Board and the Conciliation and Mediation Services Branch. A fourth group covers the special services provided by the Ontario Human Rights Commission and the Research, Personnel, Legal, Finance, and Systems and Automatic Data Processing branches.

Manpower Services

The Manpower Services Division was established in June, 1966 under an Executive Director to co-ordinate the activities of the Industrial Training Branch, the Employment Standards Branch, the Women's Bureau and the Office of the Athletics Commissioner.

Industrial Training

Although about 100,000 workers are added to the Province's labour force each year, one of our greatest problems is the shortage of skilled workers. A major area of the Department's function is to assist employers to meet their demand for skilled manpower by providing ways and means of raising the skill level of the work force to the point where every individual has occupational mobility and is afforded the opportunity to make the maximum contribution of which he is capable.

Apprenticeship is one of the oldest forms of organized education and was originally the main source of supplying tradesmen and artisans for Canadian industry. An

Apprenticeship Branch existed in the Department of Labour from 1928, but the dynamic expansion of Ontario's economy after the Second World War brought an ever-increasing demand for skilled workers and for a system capable of training and retraining large numbers of people very quickly.

By the early 1960s the Department was faced with the paradox of thousands of skilled and semi-skilled job opportunities and thousands of untrained workers and unemployed persons without the qualifications to fill them. In 1962 the Apprenticeship Branch became the Industrial Training Branch, responsible for two training methods—traditional long-term apprenticeship and short-term skill training in industry.

Long-term apprenticeship is still considered the most acceptable method of ensuring that a beginner develops into a competent journeyman in all functions of his trade, and at present there are some 19,000 apprentices under instruction in Ontario.

But industry also has need for skills that do not call for fully-trained craftsmen. The Department's short-term training program assists employers in developing on-the-job schedules and methods to train or upgrade their own workers quickly in skills at less than journeyman level. At present more than 7,000 trainees are involved in short-term projects. The courses embrace some 100 skills and the duration of the projects ranges from four to 52 weeks, depending upon the complexity of the skills involved.

Employment Standards

The employment standards program of the Department of Labour exists to promote the economic well-being and to prevent the economic exploitation of all working people. In 1963 a Labour Standards Branch was created to administer the legislation controlling conditions such as minimum wages, hours of work, vacations with pay and overtime. The nucleus of the Branch was the Industry Labour Board, which for many years administered some of the statutes that are now the responsibility of the Branch.

A new Employment Standards Act came into effect on January 1, 1969, consolidating into one statute a number of separate Acts dealing with working conditions and providing a basic framework to give employees and employers a clear outline of their rights and obligations in this field. At the same time, the name of the Branch was changed to the Employment Standards Branch. Officers of the Branch carry out regular inspections in addition to investigating complaints to ensure that the provisions of the Act are observed in all business and industrial enterprises.

Women's Bureau

Women workers now comprise a third of Ontario's labour force and Canada's first provincial Women's Bureau was founded in Ontario in 1963 in recognition of this fact.

The service of the Bureau and its over-all task is to examine the nature, needs and extent of participation of women in the labour force. It plays a major role in encouraging and promoting maximum employment opportunities for women in the Province, and assists them in integrating into the work force as effectively as possible by advising them of areas of employment and training opportunities available to them.

Athletics Commissioner

Sport and physical education in Ontario receives assistance and encouragement through the Office of the Athletics Commissioner. Under The Athletics Control Act and its Regulations, the Commissioner supervises the licensing, taxing and operation of all amateur and professional wrestling and boxing in the Province. An increasing function of this Office is to assist, promote and encourage amateur sports by providing equipment and financial grants to minor athletic clubs.

Safety and Technical Services

During recent years every statute in the safety field has been rewritten or amended and updated to meet the new demands of industry, changing social conditions and accelerated technological advances. Enforcement powers have been strengthened and new and complementary approaches to accident prevention have been adopted.

The Department's Safety and Technical Services Division, created in 1965, acts as the co-ordinating head for seven safety branches—Industrial Safety, Construction Safety, Elevator Inspection, Boiler Inspection, Operating Engineers, Energy and Uniform Building Standards. The Division conducts four main types of activities in the development and administration of safety legislation: studies of hazards and their control, approval of designs, licensing of installations and personnel, and the enforcement of statutes and regulations.

All seven branches are responsible to the Office of the Executive Director of Safety and Technical Services, who directs, supervises and co-ordinates their activities. The Executive Director also furnishes liaison with the Labour Safety Council of Ontario and other government departments, commissions and boards.

Industrial Safety Branch

The Branch is composed of two divisions: the inspection section, which inspects all industrial and commercial establishments in Ontario to check for unsafe conditions or practices, and the engineering section, which examines and reviews drawings of buildings to ensure that they will be safe for occupancy by employees and the public.

Construction Safety Branch

The concern of this Branch is the safety of workmen: during the construction, alteration, repair, demolition or

removal of buildings or other structures, and of streets and highways; engaged in the excavation of trenches; engaged in underground work in shafts, tunnels, caissons, cofferdams, and working in compressed air.

Elevator Inspection Branch

Legislation respecting the safety of people using elevators, escalators, dumb-waiters, ski tows, lifts and construction hoists is enforced by the Elevator Inspection Branch. It is also responsible for the examination and review of drawings and specifications for proposed new or altered installations.

Boiler Inspection Branch

The function of this Branch is to inspect boilers, pressure vessels and plants and to examine their drawings. The Branch exercises a supervisory role over the activities of boiler inspectors of insurance companies who conduct inspections. It also tests the qualifications of welders and controls welding procedures used in the fabrication of boilers and pressure vessels.

Operating Engineers Branch

The Branch ensures competent personnel for the safe operation of such equipment as steam and hot water boilers, steam engines and turbines, refrigeration and air-conditioning systems, air and gas compression systems. The Branch, through a Board of Examiners, conducts the examinations and issues the Certificates of Qualification required by operating engineers and operators in Ontario.

Energy Branch

This Branch is concerned with the protection of the people of Ontario and their property in the transmission, transportation, distribution and safe use of natural gas, propane, fuel oil and gasoline, as well as the competency of persons working in these industries.

Uniform Building Standards

The Department of Labour has been charged with the task of organizing and operating a code of uniform building and fire safety standards that will apply throughout Ontario. During the fiscal year a new branch was established to implement and administer this program.

The Labour Safety Council of Ontario was established in 1962 to co-ordinate programs at policy level and advise on all matters of safety education, enforcement and accident prevention. It has since then been reorganized, its scope broadened, membership enlarged and permanent staff assigned to an Executive Director.

The Ontario Workmen's Compensation Board, although not part of the Department of Labour, reports to the Legislature through the Minister of Labour. The Board,

which was formed in 1915 and was the first of its kind in Canada, is responsible for injured workmen, their rehabilitation, and payments of compensation while they are incapacitated.

Labour-Management Relations

The promotion and maintenance of harmonious labour-management relations is the main function of two sections of the Department of Labour—the Ontario Labour Relations Board and the Conciliation and Mediation Services Branch of the Department. Their activities are determined and guided by The Labour Relations Act, which establishes ground rules for collective bargaining between labour and management.

The Labour Relations Board

The Ontario Labour Relations Board is a quasi-judicial tribunal made up of neutral chairmen and representatives of both unions and employers. It administers a large part of The Labour Relations Act and its main responsibilities are: certifying unions as collective bargaining agents for employees; hearing, investigating and ruling on complaints of unfair practices by either unions or employers; granting permission to prosecute for violation of The Labour Relations Act; ruling on the legality or otherwise of strikes or lockouts; dealing with applications for termination of bargaining rights.

Conciliation and Mediation Services

Where a union is recognized under The Labour Relations Act as the bargaining agent for the employees, the union and the employer are obliged to bargain together in good faith to effect a collective agreement setting out wages, hours and other working conditions. The Conciliation and Mediation Services Branch's main function is to assist labour and management in resolving disputes when negotiations between an employer and a union have broken down.

Conciliation services, which the Department provides on the request of either or both parties, are available at two levels. At the first level, a conciliation officer is appointed to bring the parties together and assist them to reach a mutually satisfactory agreement. Should this attempt fail, the officer reports to the Minister, who may appoint a conciliation board (the second level).

A board is made up of a representative of each party, with a neutral chairman picked by the parties or, if they cannot agree, appointed by the Minister. The board canvasses the issues and tries to bring about an agreement. It reports to the Minister on the outcome of its efforts and the Minister releases the report to employer and union. If there is still no agreement, the union is free to strike or the employer can lock out the employees.

After these formal proceedings have been exhausted, the conciliation officers, on request or otherwise, often

resume mediation of the dispute. Their efforts at this stage frequently avert strikes or lockouts, or settle them after they have occurred.

Special Services

This group consists of those branches which provide supporting services to the operational functions of the Department. They include the Finance and Administration Division, the Legal Branch and the Systems and Automatic Data Processing Branch, which was established in 1966 to implement ways and means of increasing the capability and efficiency of the Department in carrying out its responsibilities.

Research Branch

While research had been conducted by the Department for some years, this was primarily restricted to the area of labour-management relations until 1965, when the new Research Branch came into being. Since then it has developed a fact-finding and evaluation role for the main activities of the Department.

The Branch provides information needed in formulating policy, legislation, programs and administrative practices. To accomplish this, the Branch operates two libraries and employs a group of research personnel of whom a third hold advanced degrees in economics, statistics or related areas.

Human Rights

Ontario was the first province in Canada to enact a Human Rights Code, which came into effect in 1962 and is a consolidation into one law of all human rights legislation passed by the Provincial Legislature since 1944. The Ontario Human Rights Commission is the branch of the Department of Labour administering this Code, which sets out the principle that every person is free and equal in dignity and rights, without regard to race, creed, colour, nationality, ancestry or place of origin.

The Code is designed to give basic protection to all from discrimination in employment, housing, publication and public accommodation. The Age Discrimination Act, which came into effect in 1966, is designed to protect the worker between the ages of 40 and 65 from being excluded from the labour market solely because of his or her age.

In administering the Code and the Act, the staff of the Human Rights Commission is responsible for investigating complaints and for conciliation, establishing boards of inquiry and, if necessary, prosecution. The Commission extends this work by carrying out a major educational program to increase public recognition and support of all human rights.



Executive Director **D.E.Hushion**

The Manpower Services Division was established in June, 1966 under an Executive Director to co-ordinate the activities of those branches of the Department of Labour directly concerned with the quality, quantity, economic protection and productivity of the work force. They are the Industrial Training Branch, the Employment Standards Branch, the Women's Bureau and the Office of the Athletics Commissioner.

Industrial Training Branch **Director** **W.F.Davy**

Ontario's expanding economy has created a strong continuing demand for the skills of its work force. "Industrial Training" carries a very definite connotation, signifying those occupationally-directed training programs which are carried out by industry in partnership with the Ontario Department of Labour.

To fulfil its role in this highly industrialized society, the Industrial Training Branch has the following objectives:

- a. to ensure an adequate supply of properly trained men and women at the journeyman level through an apprenticeship program;
- b. to provide industry with occupational skills by training the unemployed, and retraining or upgrading the under-employed through a short-term, training-in-industry program;
- c. to develop more flexible and effective methods of conducting industrial training by experimenting with different training techniques including the "modular" or "block" concept;
- d. to establish and maintain standards of proficiency in particular trades through a system of compulsory and voluntary certification.

Apprenticeship Training

The apprenticeship program provides the opportunity to bring together in a common effort the organizations which can contribute to the training of youth entering industry. To facilitate guidance to apprentices, employers, unions and secondary schools, 76 field counsellors promote apprenticeship throughout the Province.

In each group of regulated trades—construction, motive power and service—registrations decreased slightly from 5,845 in 1970 to 4,930 in the year under review. A similar decrease was evident in the non-regulated trades, from 1,164 to 1,041 as of March 31, 1971. Total contracts in force decreased from 19,259 to 18,146.

Resident counsellors in the Toronto office conducted personal interviews with 25,500 members of the public, an increase of some 4,000 over the previous year. Information sought ranged through apprenticeship, certification, qualification requirements, employment opportunities and language training to progressive achievement testing. Resident counsellors are qualified in various trades and so can provide the specific advice required by each applicant.

Immigrant tradesmen constitute a major proportion of the persons interviewed. They are counselled in their own language by two qualified staff interpreters who translate their proof of education and trade experience as necessary.

Progressive achievement testing is conducted in 18 cities across the Province. The test consists of a battery of 138 questions in English comprehension, numerical ability and mechanical reasoning. Applicants must

normally be 19 years of age or older. During the year there were 2,636 applicants, of whom 1,519 were successful in indicating a knowledge level equivalent to Grade 10 or higher. Of these, 576 have already been registered as apprentices.

Trade Schools

Colleges of Applied Arts and Technology providing apprenticeship courses during the year included George Brown, Centennial and Humber (Toronto), Algonquin (Ottawa), Cambrian (Sault Ste. Marie), Confederation (Thunder Bay), Fanshawe (London), Conestoga (Kitchener and Guelph), Sir Sandford Fleming (Peterborough), Loyalist (Belleville), Mohawk (Hamilton), Northern (Timmins), St. Clair (Windsor), and St. Lawrence (Kingston and Cornwall).

The expanded facilities now permit each apprentice to attend three periods of related training: a basic course during the first year of apprenticeship, an intermediate, and an advanced course before completion of the contract. Tuition and travel costs are paid, as are allowances ranging from \$43 to \$111 a week.

Related training showed approximately 11,974 apprentices enrolled in the colleges identified above, compared with an almost identical total in the previous year. Over-all attendance shows the building trades leading, followed by motive power, service and industrial trades.

Attendance in each group was: electrician (2,157), plumber (1,266), sheet metal worker (899), carpenter (479), steamfitter (462), refrigeration (190), electronic control (106), bricklayer (103), lather (99), iron worker (80), painter and decorator (62), cement mason (39), and plasterer (14); motor vehicle mechanic (3,822), auto body repairer (380), heavy duty equipment mechanic (66), automotive painter (27), service station attendant (27), motorcycle mechanic (25), alignment and brakes mechanic (22), automotive machinist (16), fuel and electrical systems mechanic (15), transmission mechanic (12), truck trailer repairer (4); hairdresser (786), chef (181), radio and TV service technician (51), baker (29), barber (28); tool and die maker (155), machinist (152), millwright (136), horticulturist (46), small engine repair (34), meat cutter (3), aircraft maintenance technician (1).

Night school courses for apprentices in the non-regulated machine trades were conducted at Conestoga (48) and St. Clair (287).

Private Schools

No change has occurred in the number of private schools licensed by the Director to teach certified trades. Four barbering and 23 hairdressing schools enrolled 94 and 1,606 students respectively, compared with 95 and 1,423 in the previous year.

Certificates of Qualification

As of March 31, 1971, Ontario Regulations were in effect for 31 trades. Of these, air-conditioning and refrigeration workers, barbers, electricians, hairdressers, alignment and brakes mechanics, auto body repairers, fuel and electrical systems mechanics, motorcycle mechanics, motor vehicle mechanics, transmission mechanics, truck trailer repairers, plumbers, sheet metal workers, steamfitters, and watch repairers call for compulsory certification. Only registered apprentices and holders of Certificates of Qualification or Provisional Certificates may work at these trades.

The trades of brick and stone mason, cement mason, chef, dry cleaner, glazier and metal mechanic, lather, automotive machinist, automotive painter, heavy duty equipment repairer, service station attendant, plasterer and radio and TV service technician are open to voluntary certification.

The remaining regulations include bakers, carpenters, iron workers, and painters and decorators.

Certificates are issued only after examination. Initial issues totalled 7,252, of which motive power trades accounted for 1,768, electricians for 1,001, plumbers for 450 and hairdressers for 1,458. Of the 1,775 issued in the voluntary trades, heavy duty equipment mechanic was in the majority with 1,246.

Workers in certified trades who are employed in general industry are exempt from compulsory certification, but may apply voluntarily in order to secure proof of competence.

Examinations for the red Inter-Provincial Seal may now be attempted in the trades of air-conditioning and refrigeration worker, carpenter, electrician, motor vehicle mechanic, plumber and sheet metal worker.

Holders of Certificates of Qualification are now recorded on microfilm, and high-speed "readers" permit immediate identification of all details concerning an individual tradesman.

Provincial Advisory Committees

On the recommendation of the Director, the Minister may appoint members of the public for one, two or three years' tenure to advise on matters affecting the various trades. Committees are composed of equal representation from labour and management with a senior member of the Branch as chairman.

The present list is composed of: in the construction trades—air-conditioning and refrigeration worker, brick and stone mason, carpenter, cement mason, electrician, glazier and metal mechanic, iron worker, lather, construction millwright, painter and decorator, plasterer, plumber and steamfitter, sheet metal worker, terrazzo, tile and marble setter; in the motive power trades—automotive machinist, heavy duty equipment mechanic, motorcycle mechanic, motor vehicle repairer; in the service trades—baker, barber, chef, hairdresser, radio and TV service technician, watch repairer.

Short-term Training in Industry

To help industry meet the need for skills that do not require long training programs, short-term on-the-job training has been introduced as part of the expanded industrial training program.

Depending on the complexity of the skills involved, training periods range from one month to one year. In some instances on-the-job training is supplemented by classroom instruction in co-operation with the Ontario Department of Education. Each program is tailored to the individual needs of the company and the trainee. The Province, in co-operation with the Federal Department of Manpower and Immigration, assists employers in the costs involved.

Such training projects during the year involved 133 skills with 7,346 trainees entering the program. Of these 5,254 graduated to the required level.

The Modular Training System

In this system, the concept of training in industry is based on combining "blocks" or "modules" of common knowledge and skills with additional "blocks" or "modules" which are necessary for specialized job functions. By breaking down an occupation into its various functions, it is possible to identify the skill and knowledge blocks required for each function.

A training profile will consist of blocks of basic skills common to all functions in that occupation and blocks of skill required for each specialized job function. Once the individual trainee is equipped with the common blocks of basic training, therefore, he can readily add new blocks of skill to a firm foundation of knowledge previously acquired.

The modular training system permits an orderly integration of school and in-plant training. Its flexibility provides the worker with unlimited opportunity to extend his training in response to changing work requirements or personal ambition, and increase his choice of occupation. At the same time, the system assists employers in training to their own specific skill requirements those workers who already have the basic core of skill and knowledge.

Pilot and Other Projects

The following pilot and other projects, some using the modular concept of training, were conducted:

- a. The block system of training, implemented as a pilot project for the metal working industry in the Windsor area, is progressing well. The project was expanded to include the Canadian Tool Manufacturers' Association in Toronto and has progressed to the extent that it may now be considered an on-going program.
- b. An analysis of the carpentry trade has been completed, and skill profiles and master matrix of blocks developed. This work has been accomplished through a sub-

committee of the Provincial Advisory Committee composed of representation from both management and organized labour, with a view to the possible revision of the Regulations for the carpentry trade. During the year, the training blocks for carpentry have been further developed and refined.

- c. Occupational analyses were completed in one company of the petro-chemical industry in the Sarnia area and a modular system of training developed. The project has now been expanded to include a few other firms. Co-ordination between training in the companies and St. Clair College is of a high order.
- d. The training which evolved from the "block system" developed for the synthetic fibres industry in Kingston is now about 90 per cent completed. St. Lawrence College of Applied Arts and Technology is working closely with the industry to make this program a success.
- e. An analysis of stationary engineer classifications was conducted among a wide range of industries for the purpose of developing a formal training and accreditation program. A sample of 170 firms was selected, which represents 10 per cent of the total number of registered steam plants in Ontario.
- f. At Falconbridge Nickel Mines (Sudbury), an in-depth analysis of four occupational classifications, namely maintenance man, repair man, repair crew helper and repair mechanic, Class II, was conducted by the Industrial Training Branch. This resulted in a detailed report giving a clear description of the work force structure, occupational profiles, and recommendations as to training procedures. Specific curriculum "block" unit development is now in process.
- g. During the year an experiment has been carried out which utilizes the Modular Training System within the framework of established apprenticeship trades. This concept may be a forerunner of other similar programs which should help lead to useful, efficient and flexible training. The project concerns machinist tool and die trades training in the Kitchener-Waterloo area. An evaluation of the earlier training was undertaken, followed by development of new modules reflecting the remaining training needs. At present additional modules are being developed for scrutiny by the Advisory Committee to allow an even broader range of courses.
- h. A study was carried out by personal interviews in 312 establishments involved in installation, service and repair work in the mechanical construction field. The primary interest concerned work performed in connection with water supply and sewage systems, wet and dry heating systems, and air-conditioning and refrigeration systems. The information obtained will be used to assess the type and quality of training now available and its suitability as projected against technological change and new techniques appearing in the industry.

Employment Standards Branch

Director

M.E.Howard

This Branch administers The Employment Standards Act, 1968, The Industrial Standards Act, The Employment Agencies Act and Schedules prescribing fair wages on government contracts. The legislation protects employees against exploitation in many areas.

The Branch employs more than 60 field auditors and seven regional managers. The auditors, several of whom speak more than one language, work in all parts of the Province, examining payrolls on both a complaint and a routine basis. A complete audit is done in all cases.

In the fiscal year 9,192 investigations were completed. Arrears of \$2,574,940.58 were collected from 9,571 employers on behalf of 60,148 employees and the money paid out to them. A breakdown, with comparison to last year, and other Branch data appears in the Statistics Section of this report.

Branch Activities

The Branch continued to "take the legislation to the public" through the media of radio and television, speaking engagements with various employer groups and participation in the storefront office program called "Services for Working People".

During the year the Branch raised qualification standards for field auditors to the intermediate level of accounting and auditing and five years' experience or an equivalent in academic and management experience. Over the past three years the legislation has been greatly increased in scope and complexity. These changes have necessitated the above employee qualifications.

During the year specific improvements were made to the Branch's audit program. Previously, field staff were located in various centres around the Province on a field-auditor-territory basis. The staff has now been centralized around seven regional offices. This action was taken to facilitate the planning of the work load and to improve control of field resources.

Early in 1971, the Branch established a close liaison with the Northern Affairs Branch. The objective was to increase the availability of services to all of the people in Northern Ontario. At present, staff is working out of Department of Labour offices in Sudbury, Sault Ste. Marie and Thunder Bay. The Northern Affairs officers in 25 other locations in Northern Ontario now offer a direct link to the Branch in most of the other remote locations in that area.

In February, 1971, members of the Branch conducted seminars in Thunder Bay, Timmins and Sudbury with Northern Affairs field staff. These seminars were to acquaint Northern Affairs officers with the Act and Regulations and to work out methods of direct communication between the two branches within Northern Ontario to effect fast complaint action on the part of the Employment Standards Branch.

This new service will be a boon to efficiency of the operations of the Branch. The emphasis of the program will be on speed. Already in the first few months of operation, problems have been solved in a matter of hours that would normally have taken days by using the mail. Primarily, the new system will permit the Branch field staff to spend more time making audits and investigations.

Staff Training

An Employment Standards Certificate Course was organized. Approximately 70 per cent of field staff began taking instruction in January, 1971. This course is offered on a lecture basis to all staff in the Metro Toronto area. Personnel residing in other parts of the Province are taking the course by correspondence. On completion of six subjects, Ryerson Polytechnical Institute and the Department will issue a certificate for the course. The subjects offered are Accounting I, Accounting II, Auditing, Business Law, Applied Psychology, Business Communication, or Job Evaluation. The successful completion of this training by staff will assist them in the keeping up with the greatly increased job demands of the field auditor.

In June, 1970, all field staff and Branch management took part in a one-week communications course. It was conducted by a member of the training staff of the Personnel Branch. This training was undertaken with the objective to speed the flow of information during a period of great changes in the legislation and Branch procedures.

During the fiscal year 1970-71, new legislation was instituted which came into effect on October 1, 1970 and January 1, 1971. To ensure immediate administration of these changes, extra field training conferences were held in the latter parts of September and December, 1970.

A trainee program got under way in 1970. This program offers employment to graduates of the three-year business administration courses from community colleges. At present, there are six trainees on staff. They all have these academic qualifications and, in some cases, degrees from universities. This program has been undertaken to introduce younger persons into employment with the Branch.

The Employment Standards Act, 1968

This Act sets out standards for working hours, minimum wages, overtime pay, pay for holidays worked, vacations with pay, equal pay for equal work, and for a wage statement each pay day. The Act and the Regulations have been amended to provide added protection and better benefits. A completely new section requires the employer to give advance notice of termination or payment in lieu. Where 50 or more are to be terminated in a four-week period, the employer must notify the Minister who then institutes action to help re-establish these employees in other employment. This type of

legislation is the first of its kind in Canada. Employers are co-operating and employees are benefiting from the new section.

Other changes were an increase in minimum wage and vacations with pay; the Director may determine associated businesses to be one employer; the sale or transfer of a business does not disturb an employee's continuity of employment; employees are protected against dismissal because of garnishee action; arrears that may be collected have been increased from \$1,000 to \$2,000 per employee, and the time limit after an offence is committed during which the Branch may take action against an employer has been raised from six months to two years.

An innovation this year was the Employment Standards News Bulletin, an inexpensive "flyer", written in lay language to explain the Act, the Regulations and the effect of the various additions and amendments. Four different bulletins were put out, each issue being sent to some 125,000 employers. Thousands of employees were also provided with copies.

The Industrial Standards Act

Provision for fixed schedules of wages and hours and days of labour in specified industries in designated zones is contained in this act.

The zones and industries are designated and defined by the Minister of Labour and conferences are convened by those Employment Standards auditors who also are Industrial Standards officers, upon the petition of employer or employee representatives of an industry concerned in a designated zone, to assist in determining schedules.

The Director of Employment Standards has power under the Act to designate some industries as inter-provincially competitive, and when this is done provisions may be included in the schedules for employers and employees in these industries to be assessed to provide revenue for enforcement of schedules.

In each zone for which an Industrial Standards schedule is in effect, an advisory committee representative of the industries affected is established by the Minister.

In addition, the entire Province is designated as one zone as far as six categories of the clothing industry are concerned, since these have been determined in the past to be inter-provincially competitive. They include the ladies' cloak and suit industry, ladies' dress and sportswear industry, the fur industry, the men's and boys' clothing industry, the men's and boys' cap and hat industry and the millinery industry.

Due to changing conditions in ladies' fashions, the ladies' cloak and suit industry and the ladies' dress and sportswear industries have found it necessary to re-define their industry. A conference for the ladies' cloak and suit industry was held during the year. When the new

definition for the ladies' dress and sportswear has been designated by the Minister, a conference for this industry will be convened.

In addition, nine existing schedules were amended and three conferences called to revise and update the terms of such schedules.

The Employment Agencies Act

This Act is administered by a Supervisor and controls the licensing and regulating of employment agencies in Ontario. The legislation has a broad coverage, being applied to any business which for a fee, reward or other remuneration either assists employers to obtain employees, or helps people find employment.

Currently individuals, partners of a partnership or corporations are licensed to engage in the business of one of four classes of employment agencies under the Act. Class A agencies are concerned with finding persons for employment. No fee can be charged by this class to the person found for employment. The other three classes may charge a fee to persons for whom they find employment, but the amount of their fees is limited by regulations.

Further restrictions on these three classes concern occupation. Class B employment agencies may not find employment for persons as sitters or homemakers. Class C agencies find employment only for sitters, and Class D agencies seek employment for sitters and home-makers only.

The employment agency business has been identified as a multi-million dollar industry. Its rapid growth in recent years has occurred mainly within the Class A area, where fees are charged to the employer-clients. Of the 507 licences issued during the current period, about 88 per cent permitted the licensees to carry on business under this classification. Several of these licences cover more than one location from which an employment agency is operated.

The trend has continued in licensees carrying on employment agencies recruiting personnel in specific occupations and levels of employment. Some licensees in these cases prefer to operate more than one employment agency. They are required to obtain a licence for each business; each licence must be for the same classification of employment agency.

The current year showed a continued rise in total licences processed, although records show a drop from the previous period in applications received and first licences issued. Declines may be attributed partly to fewer agencies expanding beyond their present operation.

Investigation of Agencies

Agency operations are coming under closer scrutiny to meet the growing inquiries to the Supervisor on their practices. The administration of the Act in this area has

**Women's Bureau
Director
Dr. L. R. Betcherman**

involved more investigation of businesses to determine their compliance with legislation. A case of inspection can be a long process, involving applicants for jobs and employers as well as the employment agency. Investigations during the year into inquiries or complaints resulted in court proceedings under the Act against three employment agencies. Convictions were handed down in all cases.

Every year shows a greater demand for the personal interview by the Supervisor. This service provides assistance to licensees wishing discussions on their agencies, and to persons seeking information on applying for licences, or on other matters involving employment agencies. Licensees required to introduce better methods of operations are requested to use the service.

Begun as part of the early program of administration, persons registering new businesses as employment agencies continue to be informed by letter of the licensing requirements of the Act. The service is also provided for operating businesses where expansion programs are being proposed to include recruitment of personnel for clients.

Fair Wage Schedules on Government Projects

By establishing a policy of inserting schedules which set out fair wage rates and reasonable labour conditions, an atmosphere of fair competition has been developed. This policy ensures that employees are assured of a fair rate of pay for work performed. Contractors and sub-contractors are protected from unfair wage competition when they bid on a government contract.

Fair wage schedules are obtained from the Employment Standards Branch before tenders are invited for specific projects. When contracts are let, the wage schedule and labour conditions become an integral part of the particular contract. Fair wage schedules and labour conditions are provided for government departments and agencies such as the Department of Public Works, the Department of Transportation, the Ontario Water Resources Commissions and the Ontario Housing Corporation.

It is the responsibility of officers of this Branch to ensure that the terms included in the fair wage schedules and labour conditions are observed. To achieve this goal, job-site interviews with employees are followed up by payroll audits and any violation of these schedules are corrected.

The Women's Bureau was established in 1963 in recognition of the growing importance of women to our economy. Since then, Ontario's female labour force has grown by almost a third of a million. In 1970 they numbered 1,030,000 and one out of every three workers in the Province is a woman.

The Bureau is essentially concerned with the fuller utilization of Ontario's women workers. To achieve this objective and to promote equal training and employment opportunities for women, the Bureau operates four interlocking programs of legislation, counselling, education and research.

Legislation

The administration and enforcement of The Women's Equal Employment Opportunity Act was assigned to the Women's Bureau in December, 1970. This new Act, passed by the Ontario Legislature in June, 1970, was the result of two years of intensive research by the Bureau into the problems of employment discrimination against women. The Act prohibits discrimination based on sex or marital status in recruitment, hiring, training and apprenticeship, transfer, promotion and dismissal.

It applies to men as well as women in all companies employing six or more employees. Employment agencies and publishers are bound by the legislation. Dismissal for pregnancy is prohibited and all employers with 25 or more employees are required to provide a maximum of 12 weeks' maternity leave for their women workers with one year of service or more.

In the enforcement of this legislation, the Bureau strives to achieve settlement of disputes through consultation with both parties. Only when conciliation fails will the stronger legal sanctions be applied. In the first four months the Bureau received approximately 125 formal and informal complaints. In descending order of frequency, these complaints covered recruitment and hiring policies, job classification and seniority, maternity leave, and advertising infractions. Almost all were satisfactorily resolved.

As well as enforcing the Act, the Bureau's investigating officers provide an advisory service to companies and unions to facilitate compliance with the Act.

Women's Bureau Careers Centre

Over the past 15 years the most rapid rate of increase in labour force participation has been among married women over 35. Owing to the discontinuity in their work lives, this group has a special need for advice on training and employment. Accordingly, in 1967 the Women's Bureau established its Careers Centre, an occupational counselling service for the mature woman wishing to return to the labour force after raising a family.

The Centre is staffed by professional consultants who assist clients to arrive at realistic career objectives. It operates on a permanent basis in the Toronto office and on a rotational basis in the regional offices at Windsor,

**Information Services
Director
J.W. Preiner**

Hamilton and London. The Centre's counsellors participate on a part-time basis in the "Services for Working People", a storefront office in downtown Toronto designed to assist new Canadians.

In four years of operation 1,893 women have received in-depth interviews while several thousand have been given occupational information by telephone or letter.

Vocational Guidance for Girls

The obstacles faced by the Careers Centre clients in re-equipping themselves for the labour force moved the Women's Bureau to develop a campaign to encourage girls to improve their educational and training qualifications. Particular emphasis is placed on stimulating long-range career planning, in light of the fact that this generation of female students may expect to work for 25 years or more.

At the 1970 Canadian National Exhibition the Bureau presented the third in a series of exhibits designed to broaden the career aspirations of teenage girls. This year's exhibit highlighted non-traditional careers in the fields of science and technology. Two new publications were added to the well-received "You're A What?" pamphlet series. In an effort to carry these same messages beyond the urban centres, a travelling careers exhibit was launched in January, 1970. Through the co-operation of the Department of Education, the exhibit has visited 43 high schools throughout the Province.

Research

The Bureau's research program identifies and interprets trends in the work life of women as a basis for program and legislative decisions. Research undertakings include both primary and secondary studies resulting in published reports, pamphlets and information literature. During the past year a substantial number of statistical studies were carried out in connection with the Equal Employment Opportunity legislation, both for internal use and in response to the many inquiries from the public. A comprehensive statistical profile on working women in Ontario was completed.

Information Service

With the advent of The Women's Equal Employment Opportunity Act, the Bureau is committed to developing a broad public education program on the philosophy and provisions of this merit employment legislation. During the past year staff members undertook numerous speaking engagements to interpret the legislation.

In addition, the Bureau conducts an on-going program of public information through distribution of its literature, television and radio appearances, provision of source material for articles and programs on working women, and a specialized pamphlet and clipping library for the use of the public. Approximately 226,400 pieces of Bureau literature were distributed.

In response to increased public interest in the varied activities and programs of the Department, the Information Services Branch provided a wide range of internal and external services during the year.

The extensive activities of the Branch included Province-wide display and exhibition activities; continuous liaison with the Ontario news media; publication of a departmental magazine and numerous brochures, pamphlets and booklets; advertising and promotional campaigns; preparation and distribution of news releases and feature articles; establishment of Press liaison at departmental and other conferences; and generally assisting operating branches to enact or promote special projects.

During the 1970-71 fiscal period, the Branch sponsored displays at various exhibitions and industrial shows to inform the public of the Department's activities.

Major displays were features of the Central Canada Exhibition, Ottawa, Lakehead Exposition, Thunder Bay, the Western Ontario Fair, London, the Canadian Labour Congress Union-Industries Show, Kitchener, and the Canadian National Exhibition.

The permanent Department of Labour exhibit established in the Ontario Government's Rainbow Bridge reception area at Niagara Falls was maintained.

A program of displays to inform the public of the activities of the Ontario Human Rights Commission was implemented in four large shopping plazas in Toronto. The display featured a unique walk-through tunnel which graphically illustrated provisions contained in The Ontario Human Rights Code and The Age Discrimination Act. Department representatives accompanied the displays to give out literature and answer questions concerning Human Rights legislation. Plans were initiated for a new portable display unit to be used to extend the program to shopping plazas across the Province in 1971.

Liaison with Media

Labour-management negotiations, involving participation of the Department's Conciliation and Mediation Services Branch officers, entailed frequent and, at times, intensive Branch liaison with news media representatives. A senior staff member was assigned to assist the Conciliation and Mediation Services Branch in such liaison.

The editorial program included preparation and publication of the Department's magazine, *Task*. Issued quarterly, the magazine was distributed to a list of approximately 20,000 individuals, including employers,

trade unions, universities, secondary schools, libraries, daily and weekly newspapers, several associations, as well as the Department staff.

Topics covered included a three-part series on "Problems of the Older Worker", technical training of young offenders in Provincial Institutions and The Women's Equal Employment Opportunity Act. For the series on the older worker the Editor received an award of excellence from Corporate Communicators Canada, formerly known as the Canadian Industrial Editors' Association.

The publications section was also involved in the preparation of editorial material associated with the production of booklets and brochures.

New leaflets were published for use by the Industrial Training Branch in administering apprenticeship programs in the trades of Watch Repairer, Chef, Baker, Hairdresser, Radio and TV Service Technician, Air-conditioning and Refrigeration Worker, Brick and Stone Mason, Cement Mason, Electrician, Plumber, Plasterer, Painter and Decorator, and Steamfitter.

Other Publications

Other publications undertaken on behalf of the Industrial Training Branch were *Steps to Opportunity*, a pamphlet describing Ontario's Industrial Training Program, and a 36-page booklet entitled *Apprenticeship Trade Descriptions*, which outlines the scope and the requirements of the apprenticeship courses operated under the training program.

For the Ontario Human Rights Commission, a Chinese translation of *Your Rights are Protected* was published, as well as a reprint in one booklet of the *Task* series of articles on the problems of the older worker, to be distributed by the Age Discrimination Division.

As part of the Provincial Government's student summer employment campaign, the Branch prepared two pamphlets entitled *How to Look for a Summer Job* and *Employment Standards for Students*.

In addition, a series of bulletins on employment standards geared to the special needs of different classes of industries was undertaken during the year on behalf of the Employment Standards Branch.

The Branch also inaugurated an eight-segment television program series concerning aspects of the Manpower Services Division, the Safety and Technical Services Division, the Ontario Human Rights Commission and the Ontario Women's Bureau.

The programs, which were half an hour in length, were produced by cable television companies in each of Thunder Bay, London, Ottawa and Toronto and featured interviews with local Departmental officials of the branches involved.

Advertising Campaign

An extensive advertising campaign to describe the services of the Department was completed by the advertising section. Advertisements directed towards employers, employees and the general public were placed in Ontario daily and weekly newspapers and on radio.

Two major advertising campaigns were conducted by the Branch on behalf of the Employment Standards Branch, advising the people of Ontario of the provisions of new minimum-wage legislation and of The Women's Equal Employment Opportunity Act.

Advertising was also placed on behalf of the Women's Bureau and the Ontario Human Rights Commission. A campaign in a selected list of provincial ethnic newspapers was aimed at informing visible minorities of their human rights.

The Branch also advertised the television series in those areas in which the programs were produced and shown.

News releases and a series of special feature articles relating to the varied departmental operations were widely used by daily and weekly newspapers, ethnic and trade publications and also by news departments of the Province's radio and television stations. In addition, the section handled Press liaison duties during departmental regional conferences.

Office of the Athletics Commissioner
Commissioner
L.M. McKenzie

The Athletics Commissioner, under the direction and control of the Minister of Labour, assists in the administration of The Athletics Control Act and the Regulations made under the Act. In its administrative principles this legislation provides for the supervision of all amateur and professional boxing and wrestling contests and exhibitions in Ontario.

An important part of the work of the Athletics Commissioner is to issue licences to boxers and wrestlers and to other persons concerned with boxing and wrestling contests and exhibitions, and to assist, promote and encourage organized amateur sports and sport associations.

During the fiscal year 1970-71, a total of 676 boxing and wrestling licences were issued, bringing a revenue of \$6,739. Tax receipts from professional boxing and wrestling events amounted to \$18,499.87.

Assistance to Amateur Sports

New equipment was donated to some 1,400 associations sponsoring such minor amateur sport as softball, baseball, basketball, football, hockey, lacrosse, soccer, track and field events, boxing and wrestling. Approximately 100,000 athletes were connected with these associations.

Donations in the form of trophies, plaques, crests and medals were made to individuals and teams winning Ontario Championships. This form of assistance to and encouragement of minor amateur sport represented an expenditure of \$149,989.94. Printed material, such as rules and regulations on sports, instructional pamphlets and score cards, is provided free of charge.

Grants

Assistance in the form of financial grants during the year amounted to \$35,010.

The British Commonwealth Games Association of Canada received a grant of \$12,500 to assist in sending Canadian athletes to the ninth Commonwealth Games held in Edinburgh, Scotland. Athletes from Ontario comprised the greatest number per province.

The Canamer Games, Brantford, Ontario received a grant of \$500 to assist in sending athletes to the Canamer Games in Berrien County, Michigan. A grant of \$500 was given to the South-Western Branch of the Amateur Athletic Union of Canada to assist in the operating expenses of their branch.

A grant of \$750 was given to the Burlington International Games Committee to assist the town of Burlington in hosting approximately 1,000 participants from Burlington, Vermont at the second annual international games held in Burlington, Ontario.

The Canadian Amateur Ski Association's National Ski Team Fund received a grant of \$3,000.

The Ontario Baseball Association received \$750 to assist in their administrative program and awards.

A grant of \$110 was given to the Youth Tennis Foundation of Ontario towards the purchase of Ontario Championship awards.

The Ontario Rugger Union received \$600 to assist in sending the Ontario "B" team to Halifax for the Eastern Canada Championship.

A grant of \$750 was given to the Canadian Japanese Athletic Association to assist in sending their hockey club to attend a pre-Olympic hockey tournament in Tomokomai, Japan.

The Ontario District of the Canadian Cycling Association received \$500 to assist them in the purchase of training equipment.

The Parkdale Lions Track and Field Club received \$400 to assist in the expenses of their trip to the National Junior Track and Field Championships in Abbotsford, B.C.

The Ontario Amateur Wrestling Federation received \$900 to assist their administrative program and in sending athletes to compete in meets outside of the country.

A grant of \$1,200 was given to the Central Ontario Track and Field Association to assist in obtaining equipment for use in training and meets. The Ontario Division of the Canadian Amateur Ski Association received \$3,250 to assist in the purchase of equipment and administrative costs.

A grant of \$600 was given to the Ontario Weightlifting Association to assist the Woodstock Weightlifting Club in hosting the Canadian Weightlifting Championships and Pan-Am Trials 1971.

The Ontario Amateur Basketball Association received \$750 to assist in the expenses of tournaments and administrative costs.

The Ontario Section of the Canadian Amateur Swimming Association received \$1,000 towards administrative and travelling costs.

Administrative Assistance

Grants were made to the following organizations to assist in their administrative programs for 1970: Ontario Rural Softball Association, \$600; Ontario Minor Lacrosse Association, \$750; Ontario Amateur Softball Association, \$600; Ontario Amateur Speed Skating Association, \$1,000; Ontario Amateur Boxing Association, \$500.

The following organizations received grants to assist them in the purchase of equipment: Ontario Region, Canadian Water Ski Association, \$400; Brockville Rowing Club, \$500; Ontario Orienteering Association, \$250; Ontario Fencers' Association, \$800; Ontario Water Polo Association, \$750; and Ontario Table Tennis Association, \$800.



Executive Director **H.Y. Yoneyama, P.Eng.**

The Safety and Technical Services Division directs a number of activities in the development and administration of safety legislation, namely the study of hazards and their control; publication of codes and standards; review and examination of designs; licensing and certification of installations, contractors and personnel; field enforcement of statutes and regulations; and training of inspectors.

The Division acts as co-ordinating head of seven operational branches: Industrial Safety, Construction Safety, Elevator Inspection, Boiler Inspection, Operating Engineers, Energy and Uniform Building Standards. The last two branches were added to the Division during this fiscal year. Liaison is also maintained with other agencies of government and the private sector.

During the fiscal year ending March 31, 1971, the Department completed the first full year of inspections for the Federal Department of Labour. An agreement provides authority for the provincial safety inspectors to conduct inspections of federal public service premises and premises operated by the private sector but coming under federal jurisdiction. The staff of the Industrial Safety, Boiler Inspection and Elevator Inspection branches of the Division carry out the inspections.

The Codes and Standards Section, under the direction of a professional engineer, continued to publish standards of guarding and safe work practices which will meet the requirements of all the safety legislation enforced by the Division and, in addition, assisted the operating branches in the preparation of regulations.

The training engineer prepared formal training courses to raise the qualifications of all the inspection forces. Knowledge of new equipment, materials and processes, as well as the art of written and oral communication, supervision and leadership are included in the subject matter.

Under the guidance of the Executive Director, the Acts and Regulations administered by the seven operational branches are continually reviewed and updated to reflect current objectives.

Industrial Safety Branch **Director** **J. McNair, P.Eng.**

The Branch is concerned with the protection of persons in industrial establishments, and for this purpose administers The Industrial Safety Act. In addition, the Branch carries out inspections under The Canada Labour (Safety) Code for the Canada Department of Labour.

The Director of the Branch is a professional engineer and for the purposes of certain sections of the Act, he also has the title of Chief Inspector. The Branch has two main sections—engineering services and field services—together with the necessary clerical staff.

Engineering Services

Headed by the Chief Engineer, the engineering staff examines and approves drawings and specifications of factories, shops, office buildings and grain elevators and foundry ventilation systems prior to their construction or alteration. The examination includes a check of the structural stability of the buildings, the means of egress to be used in an emergency, and possible health and fire hazards which may be related to the processes to be carried on in the industrial establishment.

Any necessary amendments are shown on the drawings, thus enabling them to be incorporated during construction rather than the more costly process of effecting changes to what has already been built.

The policy of providing the services of professional engineers in District Offices as well as in Toronto was continued during the year, with engineers in Windsor, London, Kitchener, Hamilton and Ottawa. The engineers approved drawings of 3,304 projects to a total value of \$468,750,810. Revenue of \$373,612 was derived from the fees charged for this service. In addition, the engineers provided professional advice to the field staff while making 424 inspections.

Under the Chief Engineer, there are 11 professional engineers on the staff—six in Toronto and one each in Ottawa, Kitchener, London, Windsor and Hamilton.

Field Services

Headed by the Administrator, who is a professional engineer, the field inspection staff makes inspections of industrial establishments and issues corrective directions regarding unsafe machines and practices, inadequate ventilation, fire safety, sanitary facilities and poor housekeeping.

Many of their visits are at the invitation of management, who often seek and value the advice of the officers when contemplating the introduction of new machines or processes which may be hazardous. They also investigate complaints and resolve labour-management differences where safety is concerned.

The staff is organized in 12 Regions, each with a manager, located in District Offices in Toronto (5), Windsor, London, Kitchener, Hamilton (2), Kingston and Sudbury.

**Construction Safety Branch
Engineer and Chief Officer
R.K. Cleverdon, P.Eng.**

The Automatic Data Processing System providing pre-printed information on the report forms and subsequent statistical and control data has been a useful addition to the tools available to develop more effective use of the inspection force. The directions left by the inspectors are automatically followed up and re-inspections made where necessary.

Non-compliance with the requirements of the legislation resulted in 37 charges being laid and a total of \$3,025 in fines being levied.

Branch Statistics

| | 1969-70 | 1970-71 |
|------------------------------|----------------|----------------|
| Non-fatal accidents reported | 69,969 | 61,528 |
| Fatalities | 46 | 46 * |
| Inspections | 59,159 | 70,816 |
| Directions issued | 39,507 | 43,572 |
| Directions completed | 37,346 | 40,805 |
| Revenue | \$537,051 | \$373,612 |
| Personnel | 120 | 126 |

*Includes 5 fatalities in establishments which come under The Canada Labour (Safety) Code.

This Branch is concerned with the safety of workmen engaged in the construction, alteration, repair, demolition or removal of buildings or other structures, streets and highways, in the excavation of trenches and in underground work in shafts and tunnels, caissons, cofferdams and work under compressed air on such projects.

The Branch, which is headed by a professional engineer, is responsible for the administration of three pieces of legislation concerning the safety of workmen on construction projects.

The Trench Excavators' Protection Act

The inspection and enforcement of the requirements of The Trench Excavators' Protection Act is carried out by over 1,100 municipal trench inspectors appointed by 908 local municipalities. Provincial inspectors instruct, advise and assist the municipal trench inspectors, and directly enforce the Act in unorganized territories in the territorial districts of Northern Ontario.

An annual report must be prepared by the senior municipal trench inspector for the council of his municipality, giving statistical information on the length of trenches excavated and other relevant data. Approximately 1,400 miles of trenches were excavated in Ontario in 1970. Reports were received from the inspectors of 785 of the 908 municipalities, giving an effective picture of the scope of operations under this Act.

Two workmen were killed on trenching projects; one of these deaths was caused by a cave-in. Further details appear in the tables in the Statistics Section.

The Construction Safety Act

The responsibility for carrying out inspections and enforcing the requirements of The Construction Safety Act is placed on 104 of the larger municipalities in Ontario, who have appointed 276 inspectors for this purpose. The remainder of the Province is covered by provincial inspectors. Mandatory appointments are required to be made by two regions, 35 counties, 38 cities, six separated towns, one separated township, four local municipalities with over 50,000 population, five boroughs of Metropolitan Toronto, and 18 local municipalities with over 5,000 population in the territorial districts.

Thirty-eight workmen were fatally injured on projects under The Construction Safety Act, all occurring within the municipalities required to appoint an inspector. Details appear in the tables in the Statistics Section.

Ontario Regulation 100/63

This Regulation, made under Section 10 of The Department of Labour Act, deals with such underground work as the construction of shafts, tunnels, caissons, cofferdams and projects under compressed air. It is enforced throughout Southern Ontario by four construction safety officers specializing in the work, and in Northern Ontario

Elevator Inspection Branch

Chief Inspector

F.W. Ehmke

by the construction safety officers located there. During the year, 418 projects were under inspection under this Regulation, of which 115 were tunnels over 50 feet in length. The total length of tunnels under inspection was over 32 miles, and ten of these projects were carried out under compressed air.

There were over 56,000 decompressions of compressed-air workers during the year but only one of these men reported a case of compressed-air sickness. One workman was fatally injured on a caisson project during 1970 but none were killed in tunnelling. There has only been one fatality due to a cave-in in a tunnel project in Ontario in the past eight years.

Branch personnel comprised the chief officer (professional engineer), three district engineers (professional engineers), 18 construction safety officers, three stenographic and clerical staff. Construction safety officers are located in Hamilton, Kitchener (2), London, Kingston, Ottawa, Sudbury and Thunder Bay, and ten work from the Toronto office.

The over-all program objective of the Elevator Inspection Branch is to ensure the safe mechanical condition of equipment and safety of those riding or operating elevating devices and construction hoists in Ontario. The safe mechanical condition of these devices is enforced under The Elevators and Lifts Act and The Construction Hoists Act.

The Chief Elevator Inspector administered and enforced these Acts and their Regulations with the assistance of a staff of 81 at the close of the fiscal year under review. Of these, two were professional engineers, 44 inspectors and eight supervisor inspectors. At that time there were 17,715 elevating devices and 152 construction hoists actively operating in Ontario.

The Branch is also responsible for licensing the operation of such installations, investigating equipment failures or accidents arising from their use, and examining and approving drawings and specifications for new installations or proposed alterations to existing installations.

The owner of the installation, as defined in these two Acts, is required to maintain the installation in a safe operating condition, to operate only when licensed, and to advise the Chief Inspector of any accidents occurring on same.

Contractors

During the year there were 79 registrations of contractors, six of which were first registrations.

Drawings

A total of 1,385 drawings and specifications was examined; 1,331 concerned new installations and 54 involved major alterations. Eighty-four drawings for workmen's hoists were also approved. There were 422 revised drawings approved under The Elevators and Lifts Act.

Inspections

A total of 39,259 inspections was carried out during the year, a slight increase over the previous year. This figure includes 23 inspections of elevating devices which are not applicable under The Elevators and Lifts Act. There were 12,356 safety tests witnessed, 123 of which resulted in functional failure on the initial tests.

There were 43,291 directions issued during the year for improvement and licensing—14,413 dealt with freight elevators and 24,099 with passenger elevators.

Shut-downs were ordered in 1,355 cases and the devices remained shut down until unsafe conditions were remedied. There were 237 installations dismantled, of which 133 were freight and 41 were passenger elevators. During the year under review, inspections of construction hoists increased from 1,621 to 1,701. Of these, 526 were on workmen's hoists. This increase is attributed to more frequent inspection of hoists.

**Boiler Inspection Branch
Director
R.F. Hawkins, P.Eng.**

Owners of elevating devices reported 639 accidents during the fiscal year, involving 696 persons. Of the 543 injured, 354 were riding escalators and injuries were, in most cases, attributed to passenger carelessness. There were two fatal accidents, one on a passenger elevator and one on a ski tow rope. There were seven construction hoist accidents which resulted in five persons being injured, one of them fatally.

Prosecutions

Twenty-three charges were laid during the fiscal year which resulted in convictions. Fifteen charges were under The Elevators and Lifts Act and Regulations and eight were under The Construction Hoists Act and Regulations.

The 15 charges under The Elevators and Lifts Act and Regulations were as follows: three for not complying with the inspectors' directions; one for not posting a licence; three for operating an unlicensed installation; one for failing to report an accident causing injury; two for failure to pay fees; one for operating in an unsafe manner; one for operating in an unsafe condition; three for failing to maintain an elevating device in a safe condition. The fines levied by the court on these 15 charges totalled \$1,400.

The eight charges under The Construction Hoists Act and Regulations were as follows: one for operating in an unsafe manner; two for putting a material hoist into operation without an inspection; one for putting a workmen's hoist into operation without an inspection; one for commencing an installation without permission to instal; one for operating without a licence; one for failing to comply with an inspector's directions; one for operating in an unsafe condition. The fines levied by the court on these eight charges totalled \$650.

Licences

A total of 17,273 initial, duplicate, transfer and renewal licences was issued during the year, covering all types of elevating devices. There were 10,098 licences issued for passenger and 4,606 for freight elevators.

Licences for construction hoists totalled 251, a decrease of 17 from the previous year's total. There were also two duplicate licences issued which were not included in this total. This total was due to fewer hoists being in operation during the year under review.

Revenue

Under The Elevators and Lifts Act revenue was \$681,427.79, an increase of 24.9 per cent over the previous year.

Under The Construction Hoists Act revenue was \$39,333.73, an increase of 16.6 per cent from the previous year.

The Boiler Inspection Branch administers The Boilers and Pressure Vessels Act.

The staff consists of the Director and Chief Inspector, who is a professional engineer, two mechanical engineers, an assistant chief inspector, examiner of welding, examiner of designs, five regional supervisors and 45 inspectors; clerical support is provided by a staff of 21.

The Branch exercises supervision over the design, workshop fabrication, installation and maintenance of pressure vessels and their associated piping. Periodic operational audits of boiler and pressure vessel maintenance are conducted by the Branch inspectors who also monitor repairs, carry out accident investigations, and recommend preventative measures.

Welding procedures for the numerous fabrication processes are examined and the welding operators are tested and qualified.

Seventy-seven insurance companies are authorized as inspection agencies to conduct inspections under the Act and Regulations and a supervisory role is exercised over the activities of 269 authorized insurance inspectors, who are examined and certified by the Branch.

Close liaison is maintained with international code and inspection authorities and the senior overseas technical societies to ensure that vessels entering the Province from other jurisdictions meet the required standards.

The Director represents the Department on several Canadian Standards Association and American Society of Mechanical Engineers code committees, which formulate advisory codes used by designers, fabricators and users.

Inspections

During the year 2,459 designs and 613 welding procedures were examined and registered, 12,936 welders were tested and four new insurance inspector certificates of competency, six reciprocal certificates and 259 renewals were issued.

Branch officers conducted 78,010 inspections of boilers, pressure vessels, pressure piping and refrigerating equipment and monitored 1,061 repair operations; 32 boilers and pressure vessels were condemned as unfit for further service.

There were 12 accidents reported in the period, which resulted in five non-fatal injuries. Corrective measures were instituted in each case to prevent a recurrence.

Revenue from registration of designs and welding procedures, and inspection fees totalled \$614,289.20.

Training of staff to cope with advanced technology in both the nuclear field and in modern conventional installations continued throughout the year. Fourteen inspectors qualified in industrial radiography and ultrasonic testing and at year end a total of 21 inspectors held foreign inspection qualifications which are required for certification of vessels being exported to certain other jurisdictions.

**Operating Engineers Branch
Chief Officer
D.B. Shaw**

Workshop Survey

The Branch continued its workshop survey activities by assisting manufacturers to achieve approval recognition from domestic and international standards authorities, thereby aiding the export of vessels to other jurisdictions. A total of 70 workshops was surveyed by Branch shop qualification teams and suitable recommendations made to improve quality assurance and control management; 20 of these organizations desiring to enter the export market were recognized as authorized fabricators for acceptance by foreign jurisdictions.

Liaison continued with Federal Department of Labour on the operation of The Canada Labour (Safety) Code which covers the inspection of Federal Public Service buildings and those in the private sector falling under Federal jurisdiction.

ADP facilities continued to be extensively employed in improving systems operations in the various Branch functions.

The Branch is responsible for administering The Operating Engineers Act, which provides for a Board of Examiners comprising five members. The Board is responsible for the examination and certification of operating engineers and operators and has the power to cancel or suspend a certificate of qualification.

Examinations and Results

The number of applicants for certificates of qualification as operating engineers or operators examined by the Branch's Board of Examiners during the year totalled 2,407. Of this total, 535 (22 per cent) failed to pass the requisite examination.

Of the 2,407 applicants before the Board for examination, 1,348 were examined in the city of Toronto and 1,059 were examined at other centres in Ontario. While a total of 2,613 examinations were written, this should not be confused with the actual number of candidates (2,407) accepted for examination, since several candidates repeated the examination before obtaining a certificate.

In addition to the examinations conducted under The Operating Engineers Act, the Board examined the qualifications of seven applicants for a certificate of competency under The Boilers and Pressure Vessels Act.

The Act also provides for the registration of boilers and compressors which constitute a power plant by definition. There are in all seven classes of power plants. A staff of one supervisor and seven inspectors ensures that the plant registration certificates are regularly up-dated and the plants are operated with the class of operating engineers stipulated on the registration certificates.

Registration of Power Plants

The fiscal year ending March 31, 1971 provided the following statistics: 2,178 registered plants on record (these include the registration of 59 new plants and the deletion of 185 due to demolition, purchasing steam or declassification); 822 registered sub-plants, comprising plants temporarily exempt from the Act because they are not in commission or declassified for other reasons and accordingly must be inspected at regular intervals.

Certificates of Qualification

The total number of certificates of qualification issued in the fiscal year was 29,463. This represents 27,591 renewal certificates and 1,872 by examination, 109 more than the previous year.

There were 34,785 operating engineers registered as of March 31, 1971. Of these 5,332 failed to renew their certificates for 1971. Forty provisional certificates were issued.

**Energy Branch
Director
H.T. Jones, P.Eng.**

Inspections

During the year 7,995 inspections were made by the Branch inspectors. Of these, 5,850 were industrial power plants and 2,145 were hoisting plants.

A total of 298 violations were reported and 283 corrected by March 31, 1971. Nine accidents were reported relating to the operation of power plants under The Operating Engineers Act.

General

A number of interviews were arranged between the Chief Officer and plant owners, consulting engineers, representatives of labour organizations and other interested parties. Assistance and advice were offered on such matters as staffing new plants with certificated engineers to comply with the requirements of the Act, alterations to plant equipment and layout, study and examination procedure and correcting infractions of The Operating Engineers Act.

The Chief Officer and, on occasions, the members of the Board of Examiners, addressed several interested groups on such topics as the intent and application of the Act, and examination procedures.

Board meetings were held at regular intervals to discuss and rule on problems connected with the Act.

The Act and Regulations have been amended from time to time to provide for the unattended operation of coil-tube boilers, dual control boilers and remote control compressors. Other amendments are under review which reflect progress in respect to keeping abreast of contemporary power plant practice.

The Systems and ADP Branch are in the process of converting the office records; this should be completed and the new system become operative by early 1972.

Net revenue collected under The Operating Engineers Act for the fiscal year 1970-71 totalled \$187,709.36.

The Branch is concerned with the protection of the people of Ontario and their property in the transmission, transportation and distribution of natural gas, propane, fuel oil and gasoline and in the utilization of natural gas, propane and fuel oil. It is also concerned with the competency of persons working in these industries and with conformity in recognizing safety standards of appliances and equipment used.

The Branch is divided into an inspection section and an engineering section. The personnel of the inspection section are located both at head office and throughout the 22 areas maintained in the Province. The personnel of the engineering section, including three professional engineers, are based at head office, but operate throughout the Province to support the inspection section.

Inspection Section

This section is responsible for the enforcement of The Energy Act, 1971, The Gasoline Handling Act, 1969 and the Regulations thereto. Their activities include:

- inspection of natural gas, propane, fuel oil and gasoline handling installations, including transmission and distribution pipelines;
- inspection and testing of gas, propane and fuel oil appliances which have not received laboratory approval;
- field instruction and guidance to registered contractors, municipal officials and the public with reference to Department policy and code and regulation requirements.

During 1970-71, the inspection section conducted over 34,000 inspections of installations and equipment such as natural gas and fuel oil pipelines, natural gas, propane and fuel oil appliances.

Engineering Section

The engineering section is responsible for establishing acceptable operational standards and specifications relating to such fields as transmission, distribution storage and transportation of fuels, safe use of heating fuels, maintenance of appliance and equipment, dispensing of automotive fuels, and installation and operation of storage, distribution and dispensing facilities.

Safety Standards

Engineering and inspection sections work very closely with industry in the development and evolution of safety standards. Closely applied with them is the certification function within the section under which gas fitters, propane fitters, pipeline inspectors and oil burner mechanics are instructed, examined and certified.

As part of the safety program, the following are licensed and registered: natural gas transmitters, natural gas, propane and pipeline fuel oil distributors, heating appliance contractors, operators of bulk storage plants, service

**Uniform Building Standards
Director
G. Adams, M.R.A.I.C.**

stations, wholesale outlets, and vehicles transporting petroleum products.

Under The Energy Act, complete rewrites of current regulations with respect to gas, fuel oil and liquefied petroleum gases were undertaken during the year. Under The Gasoline Handling Act, a complete rewrite to the regulations was published on November 21, 1970.

Supplementary to The Energy Act is a publication called "Titles of Appliance, Equipment and Accessory Standards Approved for Use in Ontario under The Energy Act". A similar "List of Standards Approved under The Gasoline Handling Act" has also been published.

Training and Certification

In 1970-71 training assistance was provided for a variety of industry personnel and other government departments. Courses were prepared and conducted throughout the Province for the Ontario Water Resources Commission, covering application of natural gas and fuel oil in their plant operations.

Certification resulting from successful completion of examinations continued at a high level during the year. Provision is made to hold examinations in all areas of the Province.

Licensing

The mechanization of the licensing procedure, introduced in 1965, was reinforced in 1966 with the introduction of a system for staggering the effective renewal dates for licences and certificates. This system was implemented in 1967, continued in 1968, and found successful in 1970. These measures have helped to level out the work load throughout the year and to permit increased efficiency in the licensing operation while reducing the time and cost involved.

Nearly 20,000 licences were issued in 1970-71 for operations involving oil, gas, and associated fuels. In excess of 16,000 certificates were issued to persons qualifying in the various skills in the fuel industry.

Labelling

It has been recognized that there are instances where certification of an appliance by a recognized testing agency is not feasible. Therefore manufacturers of gas, propane and oil appliances, and gasoline equipment may apply to the Energy Branch for a special approval label. A departmental inspector will affix the label once he is satisfied that the appliance or equipment is acceptable.

A total of 2,223 labels were affixed to various appliances and equipment in 1970-71. The administrative details of the special approval labels are handled within the section.

Negotiations have been completed with the Canadian Gas Association to undertake many of the field inspections for special approval labels. This will afford our inspectors more time for other functions.

In August, 1970, the decision of the Government to implement the recommendations of the Committee on Uniform Building Standards was announced. A branch was organized for the program, within the Safety and Technical Services Division of the Department of Labour, and a director and small staff appointed.

The Committee on Uniform Building Standards recommended the appointment of two interim review committees. Twenty-five knowledgeable men were selected and invited to serve on these committees. In February, 1971, upon the recommendation of the Minister of Labour, they were officially appointed by Order-in-Council to assist in the development of uniform building and fire safety codes for the Province of Ontario.

The Code Review Committee, consisting of 18 members, will be responsible for examining all legislation in Ontario pertaining to buildings and resolving any differences that exist between municipal building by-laws, provincial regulations, The National Building Code and The National Fire Code.

The second committee, the Administration Review Committee, will advise as to the setting up of the necessary organization for effective inspection of building requirements, approval procedures for building materials and techniques, uniform interpretation and enforcement, and the development of training and education programs.

There is a great deal of work to be done before these committees are in a position to make conclusions about the details of legislative changes and administration necessary to the success of uniform building and fire safety standards.

A questionnaire from the interim committees will have wide circulation, in order to receive assistance and reactions from all segments of the building industry, from all municipalities, large and small, and from the provincial departments. There will be opportunity to react to the recommendations or conclusions put forward by these two interim committees.



The Labour Relations Board and the Conciliation and Mediation Services Branch are concerned with the maintenance and promotion of labour harmony throughout the Province. Both bodies operate under The Labour Relations Act, which establishes ground rules for collective bargaining between labour and management. The Board is primarily responsible for ruling on bargaining rights and unfair practices issues. Conciliation and Mediation Services assist in actual bargaining upon the request of either or both parties when they are unable to reach an agreement.

Ontario Labour Relations Board Chairman G.W.T. Reed, QC

The Ontario Labour Relations Board administers a large part of The Labour Relations Act, of which the following are major areas of its jurisdiction: certification of trade unions as collective bargaining agents for employees, termination of bargaining rights, declarations of unlawful strikes and lockouts, investigation and hearing of complaints of unfair practices, granting leave to prosecute for alleged violations of provisions of the Act, the settlement of jurisdictional disputes and accreditation of employers' organizations in the construction industry.

Composition

The Board is composed of a chairman, six vice-chairmen, one of whom is designated as alternate chairman, five employer representatives and five employee representatives, all appointed by the Lieutenant-Governor in Council. Under the Act, the Board is permitted to sit in two or more divisions, provided a quorum is present in each division. The chairman is required to designate one of the divisions as the construction industry division to deal with certification and termination applications in the construction industry. This division has also been used in most jurisdictional dispute case.

Location of Hearings

It is common for three divisions to be sitting simultaneously, sometimes in different parts of the Province. While most cases are heard in Toronto, complaints involving a substantial number of witnesses are generally heard at or near the municipality in which the employer is located. In addition, investigations by field officers into complaints of discrimination in employment, inquiries by examiners into various matters as directed by the Board and representation votes conducted by returning officers are normally held at or near the premises of the employer.

Board Reports

The Board publishes a monthly report which is available free of charge to the public. The report contains a list of the cases disposed of, the texts of some decisions and the statistics of the Board's operations on a quarterly basis. Starting with the monthly report for January, 1971, the format of the monthly report has been changed to enable the decisions of the Board to be bound separately.

The 12 issues of the Monthly Report for the fiscal year 1970-71 totalled 1,225 closely-typed pages. Of this number, 875 reported the full texts of 300 Board decisions.

As of March 31, 1971, 998 copies of the report were sent out regularly to persons or organizations in Ontario. Another 163 were mailed to persons or organizations in other provinces, in 13 States of the United States and in eight other countries.

Amendments to Act

Effective from February 15, 1971, extensive amendments were made to The Labour Relations Act by The Labour Relations Amendment Act, 1970 (No. 2), S.O. 1970, c.85. A preamble was added to the Act further to clarify the purpose of The Labour Relations Act.

Among other major changes, the requirements as to the evidence of support of a trade union in certification applications were changed. Thus, in order to obtain a vote, a trade union need only show support of 35 per cent of the employees in a bargaining unit (previously 45 per cent) and for certification without a vote the union must now show support of 65 per cent of the employees in a bargaining unit (previously 55 per cent).

The rules for the interpretation of votes in both certification and termination cases were changed so that certification or termination is granted on the basis of a majority of votes cast (previously those eligible to vote).

An extensive system for the accreditation of employers' organizations as exclusive bargaining agents for groups of employers in the construction industry was set up. The accreditation is based upon the Board finding that a majority of "unionized" employers who employ a majority of the employees in an appropriate unit of employers want to be represented by the employers' organization. Once the accreditation order is made, any employer covered by the order is prohibited from dealing individually with the trade union involved and during a strike or lockout a union cannot agree to supply men to any employer covered by the accreditation.

Professional engineers were brought within the coverage of The Labour Relations Act.

The Board now has the power to treat businesses which are under common control and carrying on associated activities as one employer.

The Board has the power to grant union organizers a right of access to organize employees where those employees live on the employer's premises.

The provisions relating to the bargaining rights of a trade union when an employer sells his business have been changed so that the collective agreement between the trade union and the previous employer continues in force between the trade union and the new employer. (Previously the union retained the bargaining rights and could negotiate a new agreement with the new employer).

A duty has been imposed upon trade unions to fairly represent the employees in a bargaining unit whether or not they are members of the union.

The protection given employees who are expelled or denied admission to a trade union has been increased. A trade union cannot under a union security provision affect the employment relationship of the employee where the reason for the expulsion or denial is based upon

reasonable dissent within the union, discrimination in the application of membership rules of the union or unreasonable dues.

The Board has the power to grant an employee who objects to joining a trade union or paying dues to a trade union an exemption from the union security provision of a collective agreement. The objection to such membership or payments must be based upon religious conviction or belief.

It is now an unfair labour practice to threaten an unlawful strike or to threaten an unlawful lockout.

It is now an unfair labour practice for an employer to refuse to rehire a striking employee if that striking employee makes an unconditional application to his employer to return to work, providing the request is made by the employees within six months of the start of a lawful strike. The remedy for this unfair practice is granted by the Board.

The maximum fines for a violation of the Act have been increased ten times.

The Board has been given the power to issue directions that must be complied with where there is an unlawful strike or lockout or threat of an unlawful strike or lockout in the construction industry.

Summary of Operations

The Board employs a field staff to assist it in the administration of the Act. Thus, under Section 65 of the Act, the Board may appoint a field officer to investigate complaints of unfair practices in employment. The function of the field officer is to try and effect a settlement of the complaint and, if unable to do so, to submit a report to the Board.

Again, in representation cases, the practice of the Board is to appoint an examiner to take evidence at the premises of the employer on such matters as the composition of bargaining units, the duties and responsibilities of specified persons and the accuracy of lists of employees submitted by employers. The examiners conduct formal hearings and submit formal reports to the Board and to the parties. Further, returning officers are used to conduct representation votes which have been directed by the Board.

Finally, the field staff of the Board is being called on with increasing frequency, although on a purely voluntary basis, to conduct votes in connection with strikes, the ratification of collective agreements and the selection of union officers.

During the fiscal year 1970-71, field officers inquired into 154 complaints of discrimination in employment. In 74 cases, they were able to effect a settlement. Reports were submitted to the Board on 75 complaints in which the field officers were unable to effect a settlement, and five cases were still under investigation at the end of the year.

Examiners inquired into 308 cases during the year. Of this number, 130 reports involving 152 cases were submitted to the Board. In 84 cases agreement was obtained from the parties on the issues under investigation, ten cases were withdrawn before the examiner began his inquiry, 42 cases were dismissed by the Board when the applicant sought withdrawal during the examiner's investigation, or after the examiner had set a date to meet the parties, and in 20 cases investigation had not been completed at the end of the fiscal year.

During the fiscal year, returning officers conducted a total of 172 elections. This included 128 elections involving certification cases, 30 involving applications for termination of bargaining rights and 14 affecting cases on the status of successor employers. There were 8,124 employees eligible to vote in the certification elections and 7,460, or 92 per cent, of them cast their ballots. Of the 1,027 employees eligible to vote in the termination elections 990, or 96 per cent, cast their ballots. In the successor status elections 1,241, or 94 per cent, of the 1,315 eligible employees voted.

Case Load

During the fiscal year 1970-71, the Board again experienced an increase in the total number of cases it received. Applications and complaints of all kinds amounted to 1,633, continuing the upward trend in case intake that began in 1967-68. This year's intake was 12 cases over last year's and 68 over that for 1968-69.

Board disposition of cases also rose in 1970-71. The 1,684 cases that were concluded exceeded the 1969-70 total by 97.

At the end of the fiscal year, there were 217 cases pending at various stages of processing. This total was 51 fewer than the pending case load of 268 at the end of the previous year.

The number of hearings and continuation of hearings conducted by the Board during 1970-71 dropped to 1,149 from 1,289 in 1969-70.

Details of the cases handled by the Board in 1970-71 are shown in the Statistics Section of the Annual Report.

Judicial Review of Board's Decisions

Three cases were brought before the Courts which had originated in the previous fiscal year. Of these, the Court of Appeal refused to review the Board's decision in one case. In the other two cases the High Court decision quashing the Board's decision was upheld on appeal.

During the fiscal year, ten of the Board's cases were removed in the Courts for review. Four of these cases were withdrawn or abandoned before a trial of the issue in the High Court. Of the remaining six, the Board's decision was quashed by the High Court in one case and quashed by the Court of Appeal in two other cases. In three other cases the Board's decision was upheld in both the High Court and the Court of Appeal.

Certification of Bargaining Agents

Certification applications constitute the bulk of cases processed by the Board. In the fiscal year 1970-71, the Board received 1,015 certification applications, compared with 1,046 in 1969-70. It was the seventh successive year that the intake of certification applications has been above the 900 level, and the third year above 1,000.

As in previous years, affiliates of the Canadian Labour Congress filed the largest number of certification applications. They submitted 762 applications, or 75 per cent, of the total for 1970-71. International and national trade unions not affiliated with the Congress filed 222 applications, and the remaining 31 came from independent local organizations.

In addition to the 1,015 certification applications received, the Board processed 173 that were carried over from the previous fiscal year, making a total certification case load of 1,188. Of this total, 1,068 were disposed of, 701 of which were granted, 256 dismissed and 111 withdrawn. The remaining 120 cases were pending on March 31, 1971.

Of the 1,068 applications disposed of, 130 were concluded on the results of representation elections. Of the 124* elections conducted unions won 55 and lost 69. There were 8,473 employees eligible to vote in the total 124 elections and 7,735 or 91 per cent* of them cast their ballots.

The 701 cases in which certification was granted represented 66 per cent of all the certification applications that were disposed of during the year. This proportion compares with 67 per cent in 1969-70 and 68 per cent in 1968-69.

Small bargaining units continue to predominate in certified cases. The average size of the units granted was 32 employees. About 82 per cent of these units covered 39 or fewer employees and 48 per cent covered nine or fewer employees. The total number of employees affected by the 701 applications in which certification was granted was approximately 21,700, about 100 fewer than those affected by the 672 certifications of 1969-70.

Of the 701 applications in which certification was granted, about 88 per cent of these cases took 84 days (3 months) or less to process from filing to disposition, 79 per cent took 56 days (2 months) or less, 65 per cent took 28 days (1 month) or less, and 48 per cent required 21 days (3 weeks) or less. Only 4 per cent (28 cases) needed more than 168 days (6 months).

*The difference between 130 applications and 124 elections is accounted for by consolidation of some applications.

**The difference between the figures given here on certification elections and those on certification elections reported under the heading *Summary of Operations* occurs because the earlier figures refer to elections held during the fiscal year regardless of whether the application was disposed of in the fiscal year. The figures shown here refer to elections held in applications that were disposed of during the fiscal year.

Of the 701 certified cases, 222 were construction applications. Only 13, or about 6 per cent, of these cases required longer than 84 days (3 months) to process. About 89 per cent of them took 56 days (2 months) or less, 75 per cent took 21 days (3 weeks) or less, and about 59 per cent required 14 days (2 weeks) or less.

Termination of Bargaining Rights

Seventy-five applications for termination of the bargaining rights of trade unions were received during the fiscal year. This number was 14 below the previous year's intake. There was a carry-over of 14 applications, making a total of 89 termination cases dealt with in 1970-71. Of this total, 45 were granted, 26 dismissed and 11 were withdrawn. Seven cases were not disposed of at the end of the year.

Status of Successor Trade Union or Successor Employer

In 1970-71, the Board dealt with 24 applications for declarations concerning the status of successor trade unions, compared with 34 in 1969-70. Of the 24, affirmative declarations were issued in 19, three were dismissed, and two were pending at the end of the year.

The Board also processed 13 applications for declarations concerning the status of successor employers, compared with 25 in 1969-70. Of the 13, affirmative declarations were issued in six, four were dismissed and three were pending at the end of the year.

Strikes and Lockouts

Seventy-seven applications for declarations that strikes were unlawful were processed during the fiscal year 1970-71, including five carried over from the previous year. Of the 77, six were granted, two dismissed and 67 withdrawn. Two cases were pending at the end of the year.

The Board also processed six applications for declarations that lockouts were unlawful. Two were dismissed, three were withdrawn, and one was pending at the end of the year.

Direction Respecting Unlawful Strike

One application was filed under Section 107, seeking a direction in respect of an alleged unlawful strike in the construction industry. The application was not disposed of at the end of the year.

Consent to Institute Prosecution

Applications for consent to prosecute rose to 177 from 146 in the previous fiscal year. Of the 1970-71 cases, 140 came from employers alleging that trade unions or employees had engaged in unlawful strikes, 35 were filed by trade unions or employees against employers for various alleged violations of the Act, one was filed by a

union against another union, and one by a union against another union and an employer. Four of the cases from trade unions were filed under Section 11 of The Hospital Labour Disputes Arbitration Act.

There were 21 applications carried over from the previous year, making a total of 198 prosecution cases processed by the Board in 1970-71. Of the total, 38 were granted, 22 were dismissed and 119 were withdrawn. The remaining 19 cases were pending at the end of the year.

Complaints of Unfair Practices in Employment

The Board received 145 complaints of unfair practices in employment during the fiscal year under review, compared with 173 in 1969-70. The majority of these complaints were filed by the trade unions charging that employees had been discharged for trade union activity. An additional 31 complaints were carried over, making a total of 176 cases dealt with by the Board. Of this number, 153 were disposed of and 23 were pending at the end of the year.

Of the 153 cases disposed of, 142 alleged unlawful discharge for trade union activity. Seventy-two of these 142 cases were settled in discussions with the Board's field officers, four were dismissed by screening panels, 22 were withdrawn after having been listed for hearing by screening panels and 44 went to hearings. Of the 44 that were heard by the Board, relief was granted in seven cases, 26 were dismissed, and 11 were withdrawn.

Trusteeship

Three statements that local unions had been placed under trusteeship were filed with the Board during 1970-71. In addition, the Board had 11 statements of trusteeship that were being continued at the beginning of the fiscal year. Of the total 14 trusteeships, three were discontinued and 11 were still in effect on March 31, 1971.

Jurisdictional Disputes

Twenty-one complaints of jurisdictional disputes were processed during 1970-71. Eighteen of these complaints included requests for interim orders on the ground that a strike was imminent or taking place as well as requests for final directions. Eight of the 18 complaints also requested cease-and-desist directions under Section 66 (3). The remaining six cases requested directions on work assignments.

Of the 21 complaints, 18 were disposed of and three were pending at March 31, 1971. In the 18 cases that were concluded the Board issued five interim orders and six directions, all of which were filed in the Supreme Court of Ontario. Two requests for interim orders were dismissed and nine were withdrawn. Three requests for directions were dismissed and 12 were withdrawn. Of the requests for cease-and-desist orders disposed of, one was dismissed and six were withdrawn.

**Conciliation and Mediation Services Branch
Director
W.H. Dickie**

Miscellaneous Applications and Complaints

One application was received under Section 34 (3) of the Act, seeking modification of the arbitration provisions in a collective agreement. A clause was added to the provisions by the Board.

Twenty-five applications were filed under Section 35a in which employees sought exemption from the union security provisions of collective agreement because of their religious beliefs. The section came into force on February 15, 1971. All of the applications were pending at the end of the year.

Fourteen applications were received under Section 39(3), seeking early termination of collective agreements. Consent to early termination was granted in 13 cases and one case was withdrawn.

The Board processed three complaints under Section 63, concerning the failure of trade unions to furnish members with audited financial statements.

The Board dealt with 37 applications under Section 79 (2), in which decisions were sought on whether persons were employees under the Act. Of this number, which included eight that were carried over from 1969-70, decisions were issued clarifying the matter in 16 cases, four cases were dismissed, ten were withdrawn, and seven were pending at the end of the fiscal year.

Twenty cases were referred to the Board by the Minister of Labour under Section 79a for decisions on questions arising from conciliation applications or requests for the appointment for an arbitrator. Five other cases were carried over from the previous year. Twenty-one of the total were disposed of and the remaining four were pending on March 31, 1971.

Since 1944, legislation in Ontario has provided for conciliation services to assist trade unions and employers in resolving differences that arise during negotiation of collective agreements. These services must be completed before a lawful strike or lockout can take place.

Conciliation services are available at two levels. The first involves the appointment of a conciliation officer whose function is it to bring the parties together and help them reach a mutually satisfactory agreement. If the officer is unable to effect a settlement, the legislation provides a second step by which he may recommend to the Minister that a Board of Conciliation be established or that "No Board" be set up.

Conciliation Activity

During the fiscal year 1970-71, the Conciliation and Mediation Services Branch experienced a substantial increase in its work load in comparison with the previous year. Conciliation officers succeeded in assisting settlements in 833 disputes and they continued to refer fewer cases to conciliation boards.

Conciliation Officers

Conciliation officers dealt with 2,333 collective agreement disputes, which included a carry-over of 258 from the previous year. The total was 422 more than the number they handled in 1969-70 and involved 2,628 employers and 326,536 employees, compared with 2,537 and 289,566 respectively in 1969-70. The officers were successful in helping to bring about agreements in 833 disputes or almost 36 per cent of the total, involving 900 employers and 109,322 employees.

They referred two situations to conciliation boards, affecting nine employers and 3,744 employees; and they recommended that no conciliation boards be established in 1,167 cases involving 1,372 employers and 179,372 employees. Thirty-six other disputes lapsed and one went directly to a mediator. The remaining 294 had not been disposed of at the end of the fiscal year. Of the 1,167 "No Board" cases, 32 were hospital disputes that proceeded to Arbitration Boards under The Hospital Labour Disputes Arbitration Act, 1965.

The number of disputes referred to conciliation boards showed a further decline in the 1970-71 fiscal year. There were only two cases compared to 24 for the previous fiscal year. A continuing increase in disputes not recommended for boards was experienced as they rose to 1,167 in this fiscal year as compared to 946 in 1969-70.

Conciliation Boards

In 1970-71 conciliation boards dealt with five disputes, including a carry-over of three from the previous year. These disputes involved 13 employers and 4,426 employees. The conciliation boards were able to reach

agreement in one dispute involving 3,644 employees and were unable to reach a settlement in four disputes involving 782 employees.

Special Assignments

The Conciliation and Mediation Services Branch does not lose interest in a dispute when the formal conciliation services have been completed. It maintains contact with the parties until they reach a settlement. In many disputes one or both parties will informally contact an officer or official and ask for an opinion, advice or assistance on specific matters. In some cases the parties will request that a mediation officer be assigned to help resolve the matters in contention.

Sometimes the Director of Conciliation and Mediation Services, on his own initiative, will recommend to the parties that they resume discussions under the auspices of the Branch. If the dispute results in a strike or lockout that might be of long duration or of a serious inconvenience to the public, the Branch always intervenes to help effect a settlement.

In 1970-71 the Department reported on 233 disputes in which mediation service was given. Of these disputes, which involved 300 employers and 62,054 employees, 223 affecting 289 employers and 61,322 employees resulted in agreement between the parties. Of the total 233 disputes, 111 went on to strike. Of these 111 disputes the Department was involved in ten before the strike began, in 66 after the beginning of the strike, in 31 both before and after the strike, and four cases were settled by the parties themselves before a meeting was held by the officer.

The Service directly aided in the resolution of 91 strikes affecting 121 employers and 22,698 employees and 16 strikes were unsettled. As noted above, four disputes were settled by the parties themselves. Of the 16 strikes in which the Service was unable to effect a settlement, 11 involving 2,726 employees were settled by the parties later, two lapsed or were withdrawn, three were unresolved as of March 31, 1971.

Because of the number of informal contacts that are not reported, these statistics, however, understate the volume of the Branch's mediation activities and the degree to which they contributed to settlements.



Finance and Administration Division

Executive Director **M.K. Dibble**

The Finance and Administration Division was established in 1966 to centralize the direction of those major elements which provide supporting services to the operational functions of the Department. Currently comprising the Finance Branch, the Personnel Branch and the Administrative Operations Branch, the Division has concentrated during the year on the improvement of the quality of its services to both the Department and the public.

Its increasing competence in the area of District Office operation has effectively added to the resources of operating branches by relieving them of much of the repetitive work hitherto conducted by field officers. The utilization of improved and modernized techniques in the presentation of financial data has increased the quality and usefulness of periodic reports.

Finance Branch **Director** **G.A. Webster**

The Finance Branch provides a complete financial service for the Department. The duties and responsibilities include the preparation, submission and control of the revenue and expenditure budget, preparation of the payroll, processing of accounts for payment, reimbursing community colleges for apprenticeship tuition, and preparation of claims under cost-sharing agreements.

The Branch's activities are undertaken by the following sections:

Accounts Section: Provides accounting service for the entire Department, including payment of all accounts, preparation of payroll, development, installation and supervision of new financial systems.

Budget Section: Compiles estimates; controls and reports on expenditures; prepares monthly financial reports and statements.

Revenue Section: Maintains and services accounts receivable system; receives and analyzes cash receipts.

Audit Section: Supervises Accountable Warrant Fund; approves apprenticeship budgets for students in community colleges; approves reimbursing of community colleges for tuition costs; supervises payment of allowances to apprentices, and prepares claims for cost-sharing agreements.

The following figures indicate the extent of the year's financial activities: general expenditure at \$21,863,151.46, general revenue at \$8,556,414.11.

Administrative Operations Branch
Director
T.F. Carter

Functioning under the general direction of the Executive Director, the Director of the Administrative Operations Branch is responsible for providing the following support services: purchasing, inventory control, supply and warehousing, reproduction and copying, mail distribution, accommodation, and transportation services.

In addition to the normal support activities mentioned above the Branch provides full District Office service to the public and the Department in 13 Ontario cities. In Ottawa, London, Hamilton, Windsor, Thunder Bay, Kitchener, Kingston, Sault Ste. Marie and Sudbury each office is staffed and equipped to meet the needs of all field operations in the area. In Peterborough, Sarnia, Barrie and Kenora unstaffed offices provide office accommodation for field staff as well as answering services for the public.

A major task of this Branch in 1970-71 was the planning connected with the Department's relocation from its five Toronto offices to one building at 400 University Avenue.

The responsibilities of the Administrative Operations Branch continue to expand, both in complexity and diversity. To assist the Director in these tasks, the Branch employs the following personnel: one senior administrator, one purchasing officer, one supervisor of stores and reproduction, one senior appliance operator, one mail room supervisor, nine District Office managers and administrators, and 57 clerical, stenographic and technical staff.

Personnel Branch
Director
N.E. Mayne

The Personnel Branch functions in a supporting role for the entire Department in the area of staff resources, development and employee relations.

Since November, 1964 the Personnel Branch has operated as a recognizable unit and currently employs a staff of 19. In addition to the clerical function, which is supervised by an office manager, the Branch has three main organizational elements: recruiting, job classification, and staff development and employee relations.

During the year the complement was increased by 103, making a total of 1,234.

Recruitment

The work load usually generated by staffing requirements in the Safety and Technical Services Division was not evident this year. Alteration in the inspectional classifications was very light, undoubtedly a reflection of the recent economic recession in industry, together with improvements in the salary ranges for this group.

The reverse was true in the Employment Standards Branch, which experienced pressures resulting from an increase in its responsibilities. In turn, the staffing standards for the auditor classification were raised to reflect the need for formal training in auditing and accounting. Ten positions have recently been filled using these standards.

The Trainee Employment Standards Auditor program begun in the 1969-70 fiscal year has proved successful. Consideration is now being given to graduating the more advanced Auditor 1 trainee to field positions.

The Department derived the maximum benefit from the Department of Civil Service Temporary Help Service throughout 1970-71. In the same period the University Complement Waiver Program was introduced and five persons were employed through this scheme. All but one were assigned to permanent positions by the year's end. Staff turnover during this calendar year was 11 per cent.

Classification Program

The classification section continued its regular review of position specifications and classifications throughout the Department; following are some of the more significant areas of involvement:

Employment Standards—A detailed review of all clerical positions as well as organizational structure was completed.

Energy Branch—The Energy Branch was transferred to the Safety and Technical Services Division of the Department from the Department of Energy and Resources Management.

Uniform Building Standards—A new Branch was established in the Safety and Technical Services Division to develop a code of uniform building standards for the Province.

Women's Bureau—With the establishment of The Women's Equal Employment Opportunity Act, a minor reorganization was carried out and new positions were set up to enforce the legislation.

Legal Branch—A study was completed to analyze and assess the effectiveness of the organizational structure and to differentiate the duties and responsibilities of the positions.

Finance Branch—The classification of staff was involved to a considerable extent in the preparation of job descriptions and the classification of positions in the new Financial Officer and Accounting Supervisor series.

Safety and Technical Services—A complete review of inter-Branch and inter-Departmental relationships involving senior administrative and professional staff was carried out, resulting in a number of reclassifications.

Ontario Labour Relations Board—A new section was established to accommodate the most recent changes in legislation.

Delegated Authority—Classification—Effective December 1, 1970 the responsibility for classification of all positions in the bargaining unit was delegated to the Department. This required a number of changes in forms and procedures and some retraining of staff.

Staff Development and Employee Counselling

During this period the training staff concentrated mainly on the maintenance and improvement of existing programs. Considerable emphasis was placed on the use of specialized courses available through the Department of Civil Service, local universities and other post-secondary educational institutes.

In this regard, a certificate program for Employment Standards auditors was established at Ryerson Polytechnical Institute, and, although it is difficult to make a completely accurate evaluation at this time, this program appears to be quite successful. Some general orientation programs were established and run as pilot projects for further study and assessment.

Employee counselling activities during this time were primarily concerned with the resolution of job-related problems and the identification of more serious problems for referral to other agencies.



Ontario Human Rights Commission Director Dr. D.G. Hill

The Ontario Human Rights Code, which came into effect in June, 1962, is a consolidation into one law of all human rights legislation passed by the provincial Legislature since 1944. With its subsequent amendments, it is designed to give basic protection to all from discrimination in employment, housing and public accommodation. The code is specifically committed to furthering the principle that all people are free and equal in dignity and rights, regardless of race, creed, colour, nationality, ancestry or place of origin. In this, the legislation is in harmony with the United Nations Universal Declaration of Human Rights.

The Age Discrimination Act, which came into effect in 1966, is designed to protect the worker between the ages of 40 and 65 from being excluded from the labour market solely because of his age.

The Ontario Human Rights Commission is responsible for the administration of the Code and the Act and for furthering their objectives by means of education, research and conciliation. The Commission consists of a chairman and four other members. The permanent administrative staff is composed of the Director and human rights officers. The Commission also operates four regional offices: one based in Windsor to serve south-western Ontario; one based in Thunder Bay to serve northern Ontario; another based in Toronto to serve the south-central region of Ontario; and the fourth, in Ottawa, to serve eastern Ontario.

Investigation of Complaints

Deputations are received from organizations and individuals interested in questions of human rights. All complaints of infractions of the Code are dealt with through investigation, conciliation, boards of inquiry and, if necessary, prosecution.

The prescribed duties of human rights officers are indicative of the methods promoted by the Commission. As conciliators, they investigate formal complaints of discrimination and use persuasion to bring about compliance with the Code and the Act. On occasion, they enlist the voluntary help of community groups. They co-operate with educational, religious, ethnic, labour, business and welfare groups in planning such activities as conferences and seminars, delivering speeches and taking part in private and public discussions in order to overcome prejudice and discrimination.

Conciliation Statistics

A total of 407 new formal cases were investigated during 1970-1971, together with 77 cases brought forward from the previous fiscal year. This increases to 2,613 the number of formal complaints processed since the Commission's inception. In the same fiscal year a total of 144 informal complaints of discrimination involving situations not covered by present legislation were handled. The Com-

mission also handled 7,149 miscellaneous complaints (excluding inquiries at the storefront office).

Fair Employment

The Commission processed 199 new formal charges in employment under the Code, including discriminatory application forms (14) and discriminatory advertising (7). Of the remaining cases in which employment for an individual complainant was involved, 33 were settled, 120 (including union membership and reprisals) were dismissed and 25 were carried over into the next fiscal year.

In one case a public board of inquiry was appointed. These boards hear complaints which cannot be settled at the conciliation and confidential stage.

Under The Age Discrimination Act, 110 new formal complaints were brought to the Commission.

Access to Public Accommodation

Fifteen complaints were investigated under the section of the Code regarding services, accommodation or facilities to which the public is customarily admitted. Eleven cases were settled through conciliation, two were dismissed and two were continued into the next fiscal year. Boards of inquiry were appointed to conduct hearings into two cases.

Equal Rights in Housing

Seventy-six complaints were received in which the complainants charge that they had been denied occupancy of a dwelling or discriminated against in term or condition of occupancy because of their race, creed or colour. Twenty-six cases were settled when the owners offered accommodations to the complainants and undertook other acts of good faith, 34 were dismissed and 16 were carried over into the next fiscal year.

Projects

"Services for Working People", the downtown Toronto storefront office which acts as a counselling and assistance service for recent immigrants, has seen the number of inquiries per month rise from 300 to 1,000 during the fiscal year. By the end of the fiscal year the office had handled 13,000 inquiries and problems since its inception.

The recommendations of the study of Services for Working People by the School of Social Work were being examined with a view to implementation. Two projects had already been launched. One was the creation of a detached street worker function for a human rights officer to work with alienated minority group youths who do not avail themselves of the facilities of the storefront office. The other project decided upon by the end of the fiscal year was the creation of a comparable storefront office in Windsor.

The book resulting from the study by the Ontario Institute for Studies in Education of social studies textbooks, entitled "Teaching Prejudice", undertaken at the

instigation of the Commission, was printed and publicity and distribution begun.

Surveys of the black communities in various towns in south-western Ontario were made with a view to helping their employment prospects in particular. The Windsor office also planned a conference for organizations, churches and clubs serving the black community to discuss ways in which they could be most effective.

Cities without regional offices which are now visited on a regular basis by officers are Sudbury, London, and Hamilton. A regional office was also established in Kenora.

Community Relations

Community relations work was expanded in several directions, notably in establishing liaison between Indians and the Ontario Provincial Police and in participation in the RCMP community relations courses in Ottawa. In the former case, the establishment of the OPP-Indian Communities Liaison Committee was accomplished with the co-operation of the Union of Ontario Indians and the Department of the Provincial Secretary and Citizenship. The objective is to permit a frank exchange of experiences and ideas and thus to open effective lines of communication. Four meetings of the Committee were held on different reserves in the Algoma district during the fiscal year. A similar committee is projected for the Lake Nipigon area.

Work in northern Ontario to improve the situation of Indians has become a regular feature, in concert with the Employment Standards Branch and the Industrial Training Branch of the Department.

Hearings were held on the employment of visible minority performers and models in television commercials and photographic advertising. The Chairman of the Review Committee, Professor Frederick Elkin, of York University, proceeded to write a report which will guide future Commission policy relating to this industry.

Education

The Commission conducts a broad education program aimed at rooting out prejudicial attitudes wherever they exist in the community. It does this through the mass publication and distribution of literature about the Code, The Age Discrimination Act and the broad concepts of human rights, through speeches by officers, participation in conferences, advertising, display exhibits, films and other publicity efforts.

In the fiscal year 1970-1971 the Commission distributed 178,000 pieces of literature in 11 languages, in addition to the regular mailings of the two Commission publications, *Human Relations* and *Special Announcements*. Commission personnel gave 70 speeches and made 35 broadcasts, and were present at 47 conferences and 509 community consultations and meetings. The Commission received 3,864 requests for information and literature.

Displays and Exhibits

A new display unit was built specifically for easy transportation around the Province and a tour of shopping plazas drawn up, with the display remaining at each for at least one week. Literature was to be distributed in conjunction with the display.

The Commission set up displays and participated in exhibits on 128 occasions. Exhibits were set up with the co-operation of the Information Services Branch at a number of conventions, fairs and exhibitions, including the Canadian National Exhibition.

The Commission's specialized human rights library continued to expand in scope and size and was used by university faculty and students, staff from other government departments, as well as by writers and program organizers. The planning of human rights programs was the object of many visitors to the Commission's library.

Conferences

Commission personnel attended and participated in 47 conferences during the year. The first Age Discrimination Seminar held by a government agency was arranged in Toronto in June, 1970. The Minister of Labour outlined possible areas of amendment to the Act if investigation should demonstrate this necessity. In March, 1971 the Commission played host to the fourth annual workshop of Canadian Administrators of Human Rights Legislation in Toronto. Representatives attended from the federal government and four provincial jurisdictions.

The Director was elected to the executive committee, representing Canada, on the International Association of Official Human Rights Agencies. He was also appointed chairman of the credentials committee dealing with the accreditation of numerous new human rights agencies in Canada and the United States.

Age Discrimination Section

Based on the concept of merit employment, The Age Discrimination Act, passed in 1966, provides that no employer or person acting on his behalf shall discriminate in employment matters against persons between 40 and 65 years of age.

The primary objective of this Act is to ensure that able and qualified older workers are afforded equal opportunities to seek and secure gainful employment on the basis of their individual abilities to perform the job. The Act recognizes that health, mental and physical capacities, work attitudes and job performances are individual traits at any age and that chronological age alone is a poor indicator of working ability.

During the fiscal year, the Age Discrimination Section handled 110 formal complaints. In addition, 19 informal complaints and 202 miscellaneous inquiries were received.

Ontario Labour Safety Council

Chairman

C.G. Gibson, P.Eng.

Executive Director

D.F. Jones, P.Eng.

Established in 1962, the Labour Safety Council originally consisted of seven members. It was expanded in 1966 to consist of seven members from labour and management, plus an impartial chairman. In 1968-69 the membership was further expanded to include the Executive Director of Safety and Technical Services of the Department of Labour and the Executive Director of the Labour Safety Council.

In 1969-70 the Director of Safety Education of the Workmen's Compensation Board was also appointed to the Council. The Chairman fills the dual role of Chairman of the Labour Safety Council and Senior Technical Consultant to the Department of Labour.

During the current fiscal year the Council examined several drafts of legislation prepared by the Department and briefs from other groups. Recommendations were made on the Construction Hoists Regulations, the Underground Works Regulations and specific items respecting other Acts and Regulations, including The Mining Act, the licensing of blasters, and the Report on Uniform Building Standards. A Minister's Safety Conference was held in January, 1971. It involved senior representatives from labour, management and government. The proceedings are being published.

Since its expansion, the Council has undertaken a continuous review of accident prevention programs and the underlying causes of accidents, making various recommendations to the Minister on specific sections of the legislation as well as matters involving policy and administration.

This resulted in two reports by Mrs. Jean Surry which have been acclaimed around the world, the first being "Industrial Accident Research—a Human Engineering Appraisal", and the second, "An Annotated Bibliography of Industrial Accident Research". A further report by the Executive Director, entitled "Human Factors—Occupational Safety", was published in December, 1969. This publication is also receiving considerable attention in the safety movement throughout the world.

Studies Undertaken

A study of accident statistics undertaken by the University of Waterloo and sponsored by the Council resulted in seven reports drawing attention to weaknesses in the present statistics and recommending improved methods of collection.

An outgrowth of the Waterloo study has been an improvement in the accident-reporting capability of the Department of Labour's Industrial Safety Branch.

Information from the Waterloo study is also being examined by a committee of the Canadian Association of Administrators of Labour Legislation in co-operation with Statistics Canada.

The possibility of involving psychologists, human factors engineers and other behavioural scientists in the

Ontario safety movement was examined in a report to the Council by Dr. Earle S. Hannaford, of Troy, New Hampshire, but budgetary restrictions have prevented action being taken to implement the recommendations of the report to date.

A study of methods of manual lifting and handling as related to the cause of back injuries is under way at the University of Toronto under the guidance of Dr. John Brown in the hope that it will lead to new recommendations for manual lifting and handling, incorporating modern knowledge to reduce the number and severity of back injuries in industry. A preliminary report prepared early in 1970 has been widely distributed and has helped stimulate interest and research into the subject throughout North America.

Information Service

A Safety Information Service is available at the Labour Safety Council, including a comprehensive safety library. The purpose of this service is to act as a central source of safety information, to refer people to the best source available and to provide safety information which is not readily available from other sources.

The publication *Safety in Ontario*, which lists the many sources of safety information available in the Province and provides a resume of the activities of the various agencies, has been in great demand and is now in its third edition.



Director J.R.Kinley

The Research Branch was organized in 1965 to provide the Department with statistical, analytical and information services. Its primary concerns are with policy and legislative development, program evaluation, and ensuring that the information base for administering programs is continually improved. While the work concentrates on the Department's needs, services are rendered to the public through library and information service and publication of statistical and analytical papers.

The Branch's work can be concisely described in terms of its principal outputs. Some of these take the form of background papers, memoranda, and legislative and policy recommendations for the use of senior officers of the Department. Related to this background work is research staff participation in committees and discussions concerned with policy, research needs and the implications of research done.

Another major area of Branch activity is covered by the term library and information services. The latter refers to answering specific questions, an activity in which many members of the staff participate and which forms a large part of the work of a few. Finally, the most obvious outputs are published statistical and analytical reports.

Economists and Librarians

During the year, the Research Branch had a complement of 39 positions, all of which were filled. Approximately a third of the staff members were engaged in providing library and information service, and two-thirds were mainly involved in the preparation of statistical and analytical studies. Slightly less than half the staff were economists and librarians, while the others filled a wide range of stenographic, clerical and technical positions.

Important changes were made in the research disciplines available within the Branch when two people joined the staff who brought with them specialist qualifications in training methodology and statistics. The former area of expertise makes possible research on training curricula and techniques of instruction, and the latter adds depth to the Branch's statistical capability.

This aspect of the Branch's work was more directly related to policy formulation and legislative developments than in any previous year.

Legislation Evaluated

Legislation requiring notice of termination, both by employers and employees, was developed in the Department. All of the background papers from identification of policy issues to formulation of regulations under the Act were prepared in the Research Branch. In addition, members of the staff assisted in the early stages of implementing the legislation, and were particularly concerned with specifying what information should be collected on mass terminations to provide for effective administration and evaluation of the notice of termination program.

An extensive evaluation of The Hospital Labour Disputes Arbitration Act, 1965 was undertaken. The work was facilitated by the fact that a statistical study of the extent of arbitration in hospitals, the time required to bring about settlements in hospital disputes, and the impact of arbitration on hospital wages was under way when the year began.

A more intensive analysis of experience under the Act including the opinions of those associated with its operations, such as arbitrators, hospitals, unions, civil servants, and others, went far beyond statistical analysis. The evaluation was carried out by several members of the Branch's staff and took a large proportion of the working time of two of them.

The Department also undertook an investigation of the role of government in training in industry and of arrangements for implementing that role. The Research Branch committed a large block of staff time to this project, and two of its senior men are members of the Task Force responsible for the investigation. They provide the study group with expertise in the areas of training methodology and economics by contributing background papers, participating in discussions and assisting in the preparation of reports. This work along with contributions from others is intended to assess the need for new government approaches to training in industry.

Finally, the Branch was heavily involved in activities associated with the amendments of The Labour Relations Act. The basic work on this was completed early in the fiscal year, but the preparation of documents associated with the changes and of information required to explain them went on until the legislative process was completed early in 1971.

Analytical Research

Analytical research work that was less immediately associated with legislation but has extensive implications for policy decisions was under way or being designed in all the Department's major areas of responsibility.

Important among these projects were efforts directed at determining how employers adjust to changes in employment standards. One such study dealing with the short-run impact of the minimum wage was published during the year, and a second that looks at the longer-run adjustment process was being prepared. These two studies revealed the difficulties of determining the consequences of changes in minimum wages and have resulted in the Branch designing a case study approach for measuring the impact of employment standards.

Other work going on in the Branch that has to do with wages includes a major study of union/non-union wage differentials in Ontario to gain insights into the effect of unions on wage rates. The design of the project and initial steps in the statistical analysis were completed during the year. In addition, work was done on the wages

and working conditions of employees on Ontario's farms and on the operation of the fair wage program pertaining to government contracts.

Apprenticeship Assessed

Several studies were primarily concerned with training but also have important labour relations implications. Among those completed during the year was an assessment of the effectiveness of apprenticeship as a means of training for skilled occupations in the mechanical construction industry, with particular emphasis on whether or not it will provide the skills and numbers of workers needed by the industry in the future. The study dealt with how changes expected in the next few years are likely to affect manpower requirements, and it projects these requirements to 1975.

Other projects for which reports were completed had to do with summer employment of high school students and the application of cost-benefit analysis to government-sponsored training in industry. The former focused on where high school students find summer jobs, the means they used to find them, and the sorts of occupations at which they worked. The second discusses a methodology of cost-benefit analysis appropriate to the evaluation of short-term training in industry.

Training studies that extended beyond the fiscal year had to do with the consequences of compulsory licensing of skilled workers, the effects of the labour market setting of apprenticeship on its effectiveness as a training system, the transference of credits between institutional and industrial training, and a report on a survey of the extent and nature of privately sponsored training in industry.

In addition, an evaluation of the modular concept of training in industry was designed and some work undertaken. The purpose of this evaluation is to draw as much information as possible out of the pilot projects of the modular concept and to use this in future applications of it.

Design work was done on the measurement of the indirect costs of accidents and proposals made on approaches to evaluating the effectiveness of the Department's accident prevention programs. These projects will relate industry injury experience to records of compliance with safety legislation.

Finally, the Branch prepared and published an analysis of collective bargaining during 1970. Such analyses are compiled annually to provide an information base for observing labour relations developments in the Province.

Material published during the year that relates to the foregoing discussions was as follows:

The Impact of The Ontario Hospital Labour Disputes Arbitration Act, 1965: A Statistical Analysis
The Short-Run Impact of the Thirty Cent Revision in Ontario's Minimum Wage on Five Industries
A Proposed Methodology for Cost-Benefit Analysis of Government Sponsored Training-in-Industry
Characteristics of Ontario's Mechanical Construction Industry and Projected Manpower Requirements to 1975
Summer Employment of Ontario Secondary School Students, 1969
Collective Bargaining in Ontario, 1970

The Branch continued to contract research work during the year, and in some instances joined other agencies in this activity. Contract projects that were under way or completed had to do with: the organization of adult training; the consequences for workers of a plant closure; the problems of young people transferring from school to the labour force; the application of cost-benefit analysis for comparative evaluation of training programs; the labour relations implications of the formation of semi-professional groups in hospitals; the rationale of government intervention in on-the-job training; and the structure of collective bargaining.

Statistical Work

Both the analytical work already discussed and effective administration of programs depend on the availability of sound information concerning the programs themselves. From the outset the Research Branch has been involved in developing better statistical and qualitative information on the Department's activities. Major steps in this direction were taken during the year which included agreements reached with the Safety Division, the Industrial Training Branch and the Labour Relations Board for extensive redefinition of their statistical needs.

The work in the safety area resulted from extensive investigation, but much remains to be done. Work began on the development of reliable injury frequency rates with the purpose of providing a widely accepted measure of accident experience for the use of all agencies concerned with safety in industry.

The work was undertaken after discussions with the Workmen's Compensation Board, Statistics Canada and various safety associations in Ontario, all of whom have an interest in the results. To produce the rate will involve some reorganization of records and a substantial commitment of staff time. However, when the initial work is completed, the data will be produced at relatively low cost, and the Province should have a reliable guide to the management of safety programs.

In addition, studies were made of the use of inspection and accident information for planning and controlling the activities of the Industrial Safety Branch. These studies endeavoured to show how data that is already produced can be more fully exploited in administrative and evaluative work.

Similarly, a systematic definition of information requirements on all training projects and registered trainees was carried out in conjunction with the Industrial Training Branch. These requirements were set out with reference to training firms, registration of trainees, monitoring training programs, projection of places required for apprentices in Community Colleges, the costs of training and evaluation of training results. The work was co-ordinated with the Industrial Training and Systems and ADP branches. When implemented, the data system envisaged will supply both administrators and evaluators of training with most of the information they need.

Employment Standards

Assessing the appropriateness of the level of the Province's employment standards is an ongoing concern of the Research Branch. This requires a comprehensive knowledge of wage rates, hours of work and premium pay provisions in the Province, especially in those industries most affected by the standards. To meet this need, the preparatory work for a survey of approximately 30 manufacturing and service industries was completed during the year. The survey was begun in April, 1971 and will form the basis of evaluative and other research work as indicated above.

The fourth major statistical activity of the Branch has to do with the provision of information to people engaged in labour relations, and deals with the analysis of working conditions and administrative practices prevailing under collective agreements. This program involves the Branch extensively with both unions and management and is guided to a very considerable extent by their requirements.

To date, the output from this work supplies information on working conditions in industries such as hospitals, public utilities, local government, and construction. It also measures annually the extent of bargaining in Ontario and indicates where labour relations problems are likely to arise. Once a more complete form of statistical base is established, the Branch will be in a position to supply analytical studies of employment practices in unionized establishments. The program is being developed with the assistance of the Systems and ADP Branch of the Department.

The following material relating to the foregoing was published during the year:

Negotiated Wages and Working Conditions in Ontario Hospitals, March 1970
Ontario Collective Agreement Expirations, 1971
Hours, Wages and Related Payments in the Ontario Construction Industry, 1971

Library and Information Services

These services are provided by a main library, a library of collective agreements, and persons throughout the Branch who are engaged in giving out information on request.

The main library operated from three locations during the year. Its catalogued holdings expanded by approximately 4,000 monographs, and there were major developments in both organization and services.

The establishment of a library policy provided clear-cut terms of reference with respect to what the library collection should contain and how it will be operated. The policy specifies that the library supply published material to meet the needs of the Department and its affiliated agencies. Other elements of the statement require the library to act as a depository of departmental publications, that it concentrate on current materials to a level of completeness and technical sophistication consistent with the Department's needs, that acquisitions be guided by continuous review of these needs, and that steps be taken to encourage use.

With respect to service, emphasis was placed on developing the library as an information centre. The staff participated in branch meetings to learn about their information needs. One concrete result of this was extension of library facilities to the field staffs of the Boiler Inspection and Elevator Inspection branches. This project greatly expanded the use of the safety collection and according to the branch heads directly concerned was beneficial to their activities.

During the year, the average monthly number of publications acquired by the library was 550 monographs and 1,090 serial titles. The monthly average circulation of library material was 887 items and the number of inquiries handled per month averaged 231; approximately a quarter of these originated outside the Department.

Collective Agreements

The library of collective agreements, which is open to the public, attempts to acquire all agreements covering bargaining units located in Ontario. At the end of 1970 there were approximately 5,700 current agreements on file pertaining to industries other than construction, as well as the 244 pattern-setting construction agreements, most of which are signed by formal associations of employers or employer groups.

In addition, the library holds several thousand construction agreements between single employers and unions associated with the construction industry, many of which are current or recently expired. Of the non-construction agreements, 3,279 were collected during the year, and the file of major construction agreements was kept up to date. A check on the completeness of the collection indicates that the library contains more than 95 per cent of Ontario agreements.

The agreements library serviced a total of 1,262 borrowers. Of these, 998 were Department personnel and 264 were members of the public. The principal users were members of the Research Branch and the Labour Relations Board, but the second and third largest number of borrowers were 132 representing unions and 97 representing employers.

Information Service

Persons engaged in research projects also provide information service. Among these is a monthly report of new collective agreement settlements in Ontario covering 200 or more workers. The report is compiled jointly with the Canada Department of Labour and has been well received, especially in the private sector, largely because of its timeliness.

In addition, extensive information service assistance is given on demand to the Labour Relations Board, officers of the Conciliation and Mediation Services Branch and members of the public on a wide range of subjects, varying from what a collective agreement contains to extensive documentation of working conditions, the labour force of a particular area, labour relations practices in other jurisdictions and on many other topics.



Director W.H. Lehman

The Systems and ADP activity of this Department has become increasingly more integrated with the various management functions at all levels. The increased knowledge and understanding of management's problems from an administrative and technical point of view is providing a greater capability to assist program managers and related staff in the administration of their activities.

Progress has been made in a number of areas, primarily with respect to the improvement and change of existing systems, although major new projects have either commenced or are in the immediate offing.

The ability to effect these changes in accordance with management's wishes and in meeting target dates has been retarded to some degree throughout the 1970-71 fiscal year because of the considerable effort involved in the conversion of all existing automated systems to the new Univac 1106 Computing System which has been installed at the Computer Services Centre. The Department of Labour utilizes approximately 10 per cent of the resources of this central facility. Conversion of some 160 programs, consisting of approximately 60,000 source statements, is now well in hand.

Apart from the numerous minor studies that are continuously under way in the field of organization and general administration, progress or projected progress throughout the year for major areas is outlined hereunder.

Industrial Training Branch

Completed change-over to a two-year renewal by birth date rather than annual renewal by trade covering some 150,000 tradesmen in nine major certificate trades is in operation on the new computing system. Control and administration of approximately 18,000 apprentices in the Province has also been improved through changes introduced during the year which involve training schedules, community college loading for prescribed training periods, and apprentice progress in accordance with the terms of contracts.

The complete Industrial Training Branch system covering some eight sub-areas has been documented and presented to management. A centralized file reference system is in the process of being established with this and, aside from the numerous changes which are continuously in progress, this system is virtually complete.

Industrial Safety Branch

Major changes have been made to this Branch's automated system concerning:

- a. management's completely revised concept of the role regular safety inspections play in the Industrial Safety Branch's accident-prevention program;
- b. a different method of geographically locating registered employers;
- c. management reports.

The system is now designed to handle the input of seven different types of inspection reports; the major two are computer-produced and the remainder allow for manual intervention covering special circumstances.

The new method of locating employers geographically involved the adoption of the DBS developed Standard Geographical Classification (SGC) code. This is a nine-digit number which now forms part of every employer's master-file tape record. Regions and districts have been realigned along SGC boundaries. Realignment will be a continuing process.

To aid in this, the last two digits of the SGC are used when large metropolitan areas are broken down into more manageable sub-units. Metropolitan Toronto, for example, has been divided into 226 sub-units comprised of Toronto (99 units), Etobicoke (25 units), Scarborough (35 units), North York (53 units), York (9 units) and East York (5 units).

Finally, major revisions to management reports cover the cancellation of all previous reports produced monthly and the introduction of five new reports to be produced on request. One of the latter will show inspection work loads, as determined by management, by SGC numbers.

Boiler Inspection Branch

The Boiler Inspection Branch system has remained fairly static during the past year. However, major changes are being considered. Management in this area has presented their requirements and a proposal has been submitted which, once resolved, will involve a complete revision of the present computerized system for this Branch. The philosophy presently being considered may well result in a large expansion to this system and a change in concept.

One significant aspect, which has already been implemented and is instrumental in allowing management to improve their control and administration, has been in the field of tracing the ultimate owners of boiler and pressure vessels that have been manufactured and sold to industry. This involves automated production of the Tracer Letter as a follow-up to the affidavit of manufacture which has reduced a backlog in locating vessels in this category to a point where it is current and up to date.

Computer Output Microfilm (COM) has also been introduced to provide a much more up-to-date and readily accessible means of referring to master-file information.

Elevator Inspection Branch

A number of changes have recently been implemented in the Elevator Inspection Branch system in order to improve the administration of this program. These changes were found to be necessary as a result of management's experience with the computerized system to date.

The major change to this system was in the violation follow-up and control area, covering some 18,000 elevators, escalators, lifts and hoists in the Province. This

change now provides the Branch with information to enable them to follow up on violations on a weekly basis. This system is now operational on the Univac 1106 computing equipment.

Employment Standards Branch

A preliminary study was carried out in this area during the year with a view to formalizing objectives that would enhance the administration of the Employment Standards function within the Province. The progress in resolution of specific problem areas and specific objectives has been slow, partly because of management's heavy involvement with day-to-day activities, and partly because of the inability to obtain from a reliable source comprehensive information covering all employers in the Province of Ontario.

Statistics Canada is presently developing a list of all employers in Canada by Province. It was originally anticipated that the information for the Province of Ontario could be utilized. However, the file has not yet been completed by Statistics Canada. The last estimated date of completion was January, 1972. Up to the present time, this Department has had access to a partly computerized file covering some 70,000 employers. It is estimated that the complete file will be in the area of 200,000 employers.

Problems in accuracy of the coding in this file, the method of reference and the ability to cross reference information which is presently contained in the Employment Standards Branch files are being investigated.

Human Rights Commission

A relatively small, although important, computerized system is now in operation which provides the Commission with data and statistics covering the various types of complaints that are being dealt with under their jurisdiction. Case histories and summarization of provincial activity is being provided through head office to field staff.

It is expected this type of information will be instrumental in assisting the Human Rights Commission with an over-all assessment of their program. This system has been designed and is operating on the 1106 equipment.

Research Branch

Our activity and co-operation with the Research Branch is becoming increasingly more significant. Systems analysts are working in much closer co-operation in special areas in the Research Branch with relation to statistical requirements for planning purposes and a number of projects are continually in progress which involve the use of computerized techniques.

For example, as of late 1970-71, the following projects were under way: collective agreement tabulations; listings of SC converted tape file of employers within the Province; updated collective agreements master data base

file; hourly wage rate survey; phase two of a special project; expansion of the collective agreements data which would include very comprehensive information that may be readily extracted on a required basis.

Volume of Work

Computer utilization by hours for various areas is shown hereunder, with a comparison for fiscal year 1969-70:

| Computer Time in Hours | | |
|----------------------------|------------------------|-------------------------|
| Branch | Fiscal Year
1969-70 | Fiscal Year
1970-71 |
| Boiler Inspection | 180 | 231 |
| Elevator Inspection | 181 | 175 |
| Industrial Safety | 143 | 155 |
| Industrial Training | 377 | 465 |
| Research | 131 | 111 |
| Finance | 16 | 10 |
| Human Rights
Commission | 3 | 17 |
| System Development | 10 | (Included in each area) |
| Total | 1,041 hours | 1,164 hours |

It should be noted that the previous estimate for computer usage for 1970-71 was 1,600 hours. The savings in computer time indicated, i.e. 1,164 hours versus the 1,600 hours estimated, is partly attributed to the introduction of a computer output microfilm technique (COM) that allows us to produce master-file print-outs on a periodic basis from magnetic tape to microfilm, thereby reducing computer time which would be required to print this information in hard copy.

The major advantage to this is that it provides a much easier method of assessing this information via a microfilm viewer, saves clerical handling, and reduces costly computer time used primarily as a high speed printer.

It must, however, be fairly stated that this saving of computer hours is only partly caused by the introduction of COM. Another consideration has been the inability to progress as anticipated because of the major work load caused by conversion to a new computing system.

By way of input volume via punch cards for computer input, the following table will be an indication of the Branch's activity:

| Punch-Card Volume | | |
|------------------------------------|--------------------------------|--------------------------------|
| Branch | Fiscal Year
1969-70 | Fiscal Year
1970-71 |
| Boiler Inspection | 256,000 | 301,000 |
| Elevator Inspection | 115,000 | 88,000 |
| Industrial Safety | 463,000 | 359,000 |
| Industrial Training | 434,000 | 414,000 |
| Finance | 11,000 | 18,000 |
| Operating Engineers | — | 110,000 |
| Research | — | 52,000 |
| Ontario Human Rights
Commission | — | 26,000 |
| Specials | 146,000 | 65,000 |
| Total | 1,425,000 | 1,433,000 |

In addition, approximately 64 hours of small-scale computing requirements of a unit record type was utilized on a contract basis with Univac of Canada. It should be noted that the volume for the Operating Engineers Branch covers the conversion process only, as this system was not scheduled for operation until the Fall of 1971. In addition, it will be noted that the volume for the Industrial Training Branch is beginning to reduce primarily because of the introduction of the two-year renewal by birth date rather than on an annual basis.

New Areas

It is expected that major new areas of study will commence in the 1971-72 fiscal year. Primarily, this will involve a detailed study in the Energy Branch, which recently became part of the Department of Labour, and the Uniform Building Standards Branch, which is in the process of being organized and will undoubtedly lead to Province-wide involvement in the field of construction activity.

This Branch looks forward to an increasing role in assisting all levels of management which will allow for more efficient administration of their programs with respect to developing improved methods and procedures and the use of automated techniques where appropriate.

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 | 9 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 | 9 | 8 |
| 4 | 5 | 6 | 7 | 8 | 9 | 0 | 9 | 8 | 7 |
| 5 | 6 | 7 | 8 | 9 | 0 | 9 | 8 | 7 | 6 |
| 6 | 7 | 8 | 9 | 0 | 9 | 8 | 7 | 6 | 5 |
| 7 | 8 | 9 | 0 | 9 | 8 | 7 | 6 | 5 | 4 |
| 8 | 9 | 0 | 9 | 8 | 7 | 6 | 5 | 4 | 3 |
| 9 | 0 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 |
| 0 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |

| | |
|----|--|
| 3 | Industrial Training Branch |
| 3 | Contracts of apprenticeship in trades with regulations |
| 4 | Contracts of apprenticeship in trades without regulations |
| 4 | Comparative apprentice registrations in trades having regulations |
| 4 | Comparative apprentice registrations in trades without regulations |
| 5 | Progressive achievement tests |
| 5 | Summary report of examinations for certificates of qualification |
| 7 | Certificates of qualification issued |
| 8 | Licences issued to private trade schools |
| 8 | Applications for apprenticeship and certificates |
| 9 | Short-term training projects developed in industry |
| 10 | Employment Standards Branch |
| 10 | Payroll inspections and collections |
| 10 | Permits and schedules |
| 11 | Court cases |
| 11 | Employment agencies |
| 12 | Office of the Athletics Commissioner |
| 12 | Statement of revenue |
| 12 | Revenue received for licences issued |
| 12 | Licences issued |
| 12 | Assistance to amateur sport |

| | |
|----|--|
| 13 | Industrial Safety Branch |
| 13 | Summary of statistics |
| 13 | Number of inspections by industry |
| 14 | Directions of officers to employers |
| 16 | Distribution of employees in industry |
| 16 | Summary of prosecutions |
| 17 | Construction Safety Branch |
| 17 | Summary of inspectors' reports: |
| | Trench Excavators' Protection Act |
| | Construction Safety Act |
| 17 | Inspections by construction safety officers: |
| | Trench Excavators' Protection Act |
| | Construction Safety Act |
| 18 | Projects under compressed air |
| 18 | Inspection summary |
| 19 | Elevator Inspection Branch |
| 19 | Report of inspections |
| 20 | Accident report |
| 21 | Drawings approved |
| 21 | Licences granted |
| 22 | Annual registration of contractors |
| 22 | Revenue earned |
| 23 | Boiler Inspection Branch |
| 23 | Inspections and certificates |
| 23 | Accident report |
| 23 | Revenue earned |
| 23 | Inspectors' certificates of competency |

| | |
|----|---|
| 24 | Operating Engineers Branch |
| 24 | Certificates of qualification |
| 25 | Energy Branch |
| 25 | Industry inspections |
| 25 | Licensed operations |
| 25 | Certified persons |
| 25 | Accident report |
| 26 | Ontario Human Rights Commission |
| 26 | Summary of complaints |
| 27 | Ontario Labour Relations Board |
| 27 | Summary of cases |
| 27 | Applications and complaints |
| 28 | Results of investigations |
| 29 | Conciliation and Mediation Services Branch |
| 29 | Applications for conciliation services |
| 29 | Voluntary mediation |
| 29 | Mediation in disputes in which strikes occurred |

Industrial Training Branch

Report of contracts of apprenticeship in trades with regulations

| Trade | Active
Apprentices
April 1, 1970 | During fiscal year | | | Active
Apprentices
March 31, 1971 |
|------------------------------------|--|--------------------|--------------|---------------|---|
| | | Registrations | Completions | Cancellations | |
| Building Trades | 8,508 | 2,136 | 1,689 | 825 | 8,130 |
| air-conditioning and refrigeration | 284 | 83 | 63 | 24 | 280 |
| brick and stone mason | — | 15 | — | — | 15 |
| bricklayer | 171 | 21 | 20 | 49 | 123 |
| carpenter | 614 | 223 | 111 | 97 | 629 |
| cement mason | 42 | 53 | 11 | 16 | 54 |
| electrician | 3,310 | 740 | 730 | 246 | 3,074 |
| glazier and metal mechanic | — | 6 | — | — | 6 |
| ironworker | 109 | 65 | 29 | 33 | 126 |
| lather | 153 | 33 | 12 | 35 | 139 |
| mason | 2 | 3 | — | 1 | 4 |
| painter and decorator | 65 | 20 | 3 | 21 | 61 |
| plasterer | 28 | 2 | — | 12 | 18 |
| plumber | 1,776 | 366 | 382 | 139 | 1,621 |
| sheet metal worker | 1,299 | 283 | 194 | 117 | 1,271 |
| steamfitter | 655 | 223 | 134 | 35 | 709 |
| Motive Power Trades | 6,034 | 1,997 | 1,300 | 1,008 | 5,723 |
| alignment and brakes | 20 | 30 | 2 | 10 | 38 |
| auto body | 709 | 235 | 149 | 155 | 640 |
| auto machinist | 27 | 30 | 2 | 7 | 48 |
| auto painter | 65 | 27 | 18 | 15 | 59 |
| fuel and electric | 33 | 13 | 12 | 7 | 27 |
| heavy duty equipment | 57 | 78 | — | 13 | 122 |
| motorcycle | 20 | 36 | 2 | 9 | 45 |
| motor vehicle mechanic | 5,048 | 1,485 | 1,104 | 759 | 4,670 |
| service station attendant | 43 | 41 | 10 | 26 | 48 |
| transmission | 10 | 17 | 1 | 4 | 22 |
| truck trailer | 2 | 5 | — | 3 | 4 |
| Service Trades | 2,035 | 797 | 521 | 524 | 1,787 |
| baker | 24 | 17 | — | 11 | 30 |
| barber | 198 | 62 | 39 | 56 | 165 |
| chef | 292 | 109 | 60 | 73 | 268 |
| dry cleaner | 4 | 2 | 2 | — | 4 |
| hairstresser | 1,331 | 555 | 398 | 344 | 1,144 |
| radio and television | 148 | 51 | 21 | 36 | 142 |
| watch repairer | 38 | 1 | 1 | 4 | 34 |
| Total | 16,577 | 4,930 | 3,510 | 2,357 | 15,640 |

**Report of contracts of apprenticeship in trades
without regulations**

| Trade | Active
Apprentices
April 1, 1970 | During fiscal year | | | Active
Apprentices
March 31, 1971 |
|---------------------------|--|--------------------|-------------|---------------|---|
| | | Registrations | Completions | Cancellations | |
| electrician | | | | | |
| plant maintenance | 209 | 51 | 68 | 22 | 170 |
| power station maintenance | 65 | 54 | 16 | 5 | 98 |
| horticulture — land | 31 | 25 | | 3 | 53 |
| industrial machinist | 374 | 186 | 180 | 39 | 341 |
| industrial mechanic | | | | | |
| instrument repair | 65 | 20 | 26 | 14 | 45 |
| millwright | 373 | 137 | 99 | 61 | 350 |
| industrial pipefitter | 65 | 33 | 20 | 6 | 72 |
| tool and die maker | 939 | 222 | 326 | 64 | 771 |
| welder, arc and gas | 62 | 8 | 19 | 5 | 46 |
| others | 499 | 305 | 148 | 96 | 560 |
| Total | 2,682 | 1,041 | 902 | 315 | 2,506 |

**Report of comparative apprentice registrations
in trades having regulations**

| Fiscal year
ending
March 31 | Registrations | Certificates
issued | Cancellations | Active
Apprentices |
|-----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1962 | 2,332 | 1,442 | 730 | 6,923 |
| 1963 | 2,682 | 1,469 | 825 | 7,207 |
| 1964 | 3,241 | 1,316 | 738 | 8,309 |
| 1965 | 4,243 | 1,543 | 950 | 9,813 |
| 1966 | 4,174 | 1,565 | 1,662 | 10,613 |
| 1967 | 5,598 | 2,281 | 1,523 | 12,407 |
| 1968 | 5,315 | 2,738 | 1,546 | 13,438 |
| 1969 | 5,524 | 2,393 | 1,553 | 14,916 |
| 1970 | 5,845 | 2,460 | 1,724 | 16,577 |
| 1971 | 4,930 | 3,510 | 2,357 | 15,640 |
| Cumulative | 75,365 | 35,977 | 20,882 | |

**Report of comparative registrations in
trades without regulations**

| Fiscal year
ending
March 31 | Registrations | Certificates
issued | Cancellations | Active
Apprentices |
|-----------------------------------|---------------|------------------------|---------------|-----------------------|
| 1962 | 220 | 156 | 68 | 453 |
| 1963 | 311 | 144 | 78 | 603 |
| 1964 | 486 | 154 | 65 | 870 |
| 1965 | 948 | 178 | 111 | 1,529 |
| 1966 | 838 | 355 | 169 | 1,841 |
| 1967 | 1,551 | 524 | 229 | 2,639 |
| 1968 | 1,136 | 594 | 295 | 2,886 |
| 1969 | 876 | 818 | 370 | 2,574 |
| 1970 | 1,164 | 780 | 276 | 2,682 |
| 1971 | 1,041 | 902 | 315 | 2,506 |
| Cumulative | 10,553 | 5,670 | 2,377 | |

Progressive achievement tests

| Centre | Tests written | Passed | Failed | Total passed |
|-----------------|---------------|--------------|--------------|--------------|
| Cornwall | | | | |
| Hamilton | 336 | 229 | 107 | 68% |
| Kenora | 9 | 9 | | 100% |
| Kingston | 32 | 12 | 20 | 38% |
| Kitchener | 154 | 100 | 54 | 65% |
| London | 230 | 134 | 96 | 58% |
| North Bay | 15 | 12 | 3 | 80% |
| Orillia | 96 | 58 | 38 | 60% |
| Ottawa | 80 | 21 | 59 | 26% |
| Owen Sound | 25 | 15 | 10 | 60% |
| Pembroke | 3 | 2 | 1 | 67% |
| Peterborough | 19 | 15 | 4 | 79% |
| Sault St. Marie | 14 | 8 | 6 | 57% |
| St. Catharines | 70 | 51 | 19 | 73% |
| Sudbury | 60 | 32 | 28 | 53% |
| Thunder Bay | 49 | 36 | 13 | 73% |
| Timmins | 30 | 19 | 11 | 63% |
| Toronto | 1,258 | 679 | 579 | 54% |
| Windsor | 156 | 87 | 69 | 56% |
| Total | 2,636 | 1,519 | 1,117 | 58% |

Summary report of examinations for certificates of qualification

| Compulsory trades | Examinations held | Apprentices | | Students | | Journeymen | |
|------------------------------------|-------------------|--------------|------------|--------------|------------|--------------|--------------|
| | | Passed | Failed | Passed | Failed | Passed | Failed |
| air-conditioning and refrigeration | 187 | 54 | 24 | | | 39 | 70 |
| electrician | 2,573 | 724 | 74 | | | 864 | 911 |
| plumber | 1,096 | 356 | 23 | | | 305 | 412 |
| sheet metal | 615 | 205 | 58 | | | 176 | 176 |
| steamfitter | 527 | 123 | 37 | | | 129 | 238 |
| alignment and brakes | 23 | 2 | | | | 12 | 9 |
| auto body | 477 | 141 | 30 | | | 125 | 181 |
| diesel endorsement | 70 | 7 | 3 | | | 45 | 15 |
| fuel and electrical | 56 | 11 | 2 | | | 13 | 30 |
| motorcycle | 60 | 5 | 1 | | | 44 | 10 |
| motor vehicle mechanic | 3,499 | 1,066 | 263 | | | 785 | 1,385 |
| transmission | 22 | 1 | | | | 5 | 16 |
| truck trailer | 25 | | | | | 4 | 21 |
| barber | 361 | 35 | 17 | 67 | 12 | 83 | 147 |
| hairstresser | 2,361 | 362 | 25 | 1,144 | 105 | 454 | 271 |
| Sub total | 11,952 | 3,092 | 557 | 1,211 | 117 | 3,083 | 3,892 |

Voluntary and non-compulsory trades

| | Examinations held | Apprentices | | Students | | Journeymen | |
|---------------------------|-------------------|-------------|--------|----------|--------|------------|--------|
| | | Passed | Failed | Passed | Failed | Passed | Failed |
| bricklayer | 36 | 22 | 14 | | | | |
| carpenter | 133 | 106 | 23 | | | 4 | |
| cement mason | 1 | | 1 | | | | |
| lather | 20 | 16 | | | | 3 | 1 |
| painter and decorator | 12 | 2 | 10 | | | | |
| plasterer | 6 | 6 | | | | | |
| auto machinist | 39 | 9 | | | | 25 | 5 |
| auto painter | 50 | 16 | 16 | | | 4 | 14 |
| heavy duty equipment | 287 | 13 | 3 | | | 149 | 122 |
| service station attendant | 20 | 11 | 1 | | | 8 | |
| chef | 179 | 58 | 13 | | | 54 | 54 |
| dry cleaner | 6 | | | | | 2 | 4 |
| radio and television | 111 | 21 | 19 | | | 34 | 37 |
| watch repairer | 44 | 1 | 3 | | | 13 | 27 |
| Sub total | 944 | 281 | 103 | | | 296 | 264 |
| Grand totals | 12,896 | 3,373 | 660 | 1,211 | 117 | 3,379 | 4,156 |

Interprovincial examinations attempted with results of 70% or better:

Red Seals issued to journeymen — 519

auto body (6), electrician (230), motor vehicle mechanic (186),
plumber (81), radio and television repairer (3), refrigeration (10),
sheet metal worker (3).

Red Seals issued to apprentices — 1,607

auto body (77), carpenter (2), electricians (541), electrician
plant maintenance (2), electrician power station maintenance (2),
electrician wireman (1), motor vehicle mechanic (668), plumber (284),
radio and television repairer (3), refrigeration (23), sheet metal worker (3),
steamfitter (1).

Certificates of qualification issued

| Trades | Initial
Issue | Renewals | Duplicate | Reciprocal | Current
Holders |
|------------------------------------|------------------|----------------|--------------|------------|--------------------|
| air-conditioning and refrigeration | 105 | 1,460 | 9 | | 1,632 |
| barber | 218 | 7,943 | 80 | | 9,403 |
| electrician | | | | | |
| construction and maintenance | 951 | 19,400 | 85 | 35 | 22,771 |
| domestic and rural | 50 | 897 | 3 | | 1,038 |
| maintenance | | 692 | | | 782 |
| hairdresser | 1,458 | 20,886 | 1,200 | 1 | 26,304 |
| qualified instructor | 15 | 375 | 17 | | 433 |
| motive power | | | | | |
| alignment and brakes | 13 | 76 | 3 | | 110 |
| auto body | 207 | 5,301 | 30 | | 6,281 |
| fuel and electrical | 17 | 492 | 1 | | 583 |
| motorcycle | 101 | 223 | | | 294 |
| motor vehicle mechanic | 1,294 | 32,254 | 119 | 8 | 35,226 |
| MVM and auto body | | 949 | 3 | | 1,030 |
| MVM and diesel | | 751 | 2 | | 786 |
| Partials | | 1 | | | 38 |
| transmission | 4 | 12 | | | 13 |
| truck trailer | 132 | 109 | | | 197 |
| plasterer | 1 | | | | 1 |
| plumber | 450 | 8,633 | 29 | 5 | 10,017 |
| sheet metal worker | 239 | 5,109 | 24 | 1 | 6,235 |
| steamfitter | 205 | 4,874 | 21 | | 5,688 |
| watch repairer | 17 | 1,343 | 5 | | 1,473 |
| Total | 5,477 | 111,780 | 1,631 | 50 | 130,335 |

Interim certificates issued

| | | | | | |
|-------------|-------|-----|---|--|-------|
| hairdresser | 1,263 | 201 | 9 | | 2,670 |
|-------------|-------|-----|---|--|-------|

Voluntary certificates issued

| | | | | | |
|---------------------------|--------------|------------|-----------|--|--------------|
| cement mason | 7 | | | | 208 |
| chef | 88 | | 5 | | 951 |
| dry cleaner | 3 | | | | 110 |
| glazier and metal | 20 | | | | 18 |
| lather | 11 | | | | 484 |
| motive power | | | | | |
| automotive machinist | 132 | 4 | 1 | | 311 |
| automotive painter | 41 | 1 | 4 | | 1,003 |
| heavy duty equipment | 1,246 | 355 | 3 | | 1,959 |
| service station attendant | 139 | 7 | | | 332 |
| radio and television | 88 | | 5 | | 1,861 |
| Total | 1,775 | 367 | 18 | | 7,237 |

Licences issued to private trade schools during
the year ending December 31, 1970.

| Trade | Renewed | In force | In force
December 31, 1970 |
|--------------|-----------|----------|-------------------------------|
| barber | 4 | | 4 |
| hairdresser | 23 | | 23 |
| Total | 27 | | 27 |

Applications for apprenticeship and certificates

| Compulsory trades | Apprenticeship | Certificates of
Qualification |
|--------------------------------------|----------------|----------------------------------|
| air-conditioning and refrigeration | 97 | 66 |
| barber | 73 | 228 |
| electrician | 855 | 1,466 |
| hairdresser | 653 | 774 |
| motive power: | | |
| alignment and brakes mechanic | 34 | 15 |
| auto body repairer | 238 | 247 |
| diesel endorsement | | 62 |
| fuel and electrical systems mechanic | 34 | 37 |
| motorcycle mechanic | 49 | 138 |
| motor vehicle mechanic | 1,806 | 1,438 |
| transmission mechanic | 17 | 13 |
| truck trailer repairer | 8 | 258 |
| plumber | 407 | 548 |
| sheet metal worker | 309 | 367 |
| steamfitter | 253 | 368 |
| watch repairer | 6 | 4 |
| Sub total | 4,839 | 6,057 |

| Voluntary trades | Apprenticeship | Certificates of
Qualification |
|---|----------------|----------------------------------|
| brick and stone mason | 56 | 1 |
| cement mason | 22 | 2 |
| chef | 134 | 12 |
| dry cleaner | 5 | |
| glazier and metal mechanic | | 2 |
| lather | 43 | 1 |
| motive power: | | |
| automotive machinist | 63 | 11 |
| automotive painter | 31 | 28 |
| heavy duty equipment mechanic | 80 | 1,479 |
| service station attendant | 50 | 13 |
| plasterer | 4 | 1 |
| radio and television service technician | 56 | 9 |
| Sub total | 544 | 2,020 |

| Non-certified trades | Apprenticeship | Certificates of
Qualification |
|-----------------------|----------------|----------------------------------|
| baker | 19 | |
| carpenter | 251 | |
| ironworker | 95 | |
| painter and decorator | 24 | |
| Sub total | 389 | |

| Non-regulated trades | Apprenticeship | Certificates of
Qualification |
|----------------------|----------------|----------------------------------|
| | 944 | |
| Sub total | 944 | |

| | | |
|--------------------|--------------|--------------|
| Grand total | 6,716 | 8,081 |
|--------------------|--------------|--------------|

**Report on short-term training projects developed
in industry**

| Occupations | Firms
involved | Entered training | | Graduates | |
|--|-------------------|------------------|--------------|--------------|--------------|
| | | Male | Female | Male | Female |
| air-conditioners | 3 | 22 | 35 | 16 | 12 |
| auto accessories and parts | 6 | 231 | — | 215 | — |
| auto glass installers | 2 | 100 | — | 68 | — |
| chemicals | 7 | 135 | 138 | 240 | 85 |
| diamond drilling | 4 | 97 | — | 130 | — |
| electronics | 5 | 53 | 33 | 29 | 45 |
| furniture | 9 | 64 | 55 | 87 | 36 |
| garments | 22 | — | 583 | — | 386 |
| glass | 4 | 185 | 262 | 56 | 100 |
| logging | 13 | 302 | — | 66 | — |
| metal fabricating | 7 | 140 | — | 115 | — |
| mining | 9 | 602 | — | 415 | — |
| mobile homes | 2 | 77 | 14 | 65 | 13 |
| petroleum refinery | 3 | 131 | — | 81 | — |
| plastics | 4 | 96 | 14 | 72 | 10 |
| printing and graphic arts | 4 | 51 | 17 | 30 | 4 |
| public transportation | 2 | 226 | — | 164 | — |
| textiles | 11 | 67 | 89 | 56 | 103 |
| textiles (carpets) | 2 | 97 | 13 | 71 | 14 |
| tires and tubes | 4 | 118 | 18 | 58 | 18 |
| miscellaneous | 184 | 2,445 | 871 | 1,842 | 552 |
| Total number of occupations = 133 | 307 | 5,239 | 2,107 | 3,876 | 1,378 |

Employment Standards Branch

Payroll inspections

| | April 1, 1969
to
March 31, 1970 | April 1, 1970
to
March 31, 1971 |
|-----------------------------|---------------------------------------|---------------------------------------|
| routine investigations | 874 | 2,475 |
| complaints and assignments | 14,962 | 6,717 |
| Total investigations | 15,836 | 9,192 |

Arrears collected

| | April 1, 1969
to
March 31, 1970 | April 1, 1970
to
March 31, 1971 | Number of employers | | Number of employees | |
|--------------------------|---------------------------------------|---------------------------------------|---------------------|--------------|---------------------|---------------|
| | | | 1970 | 1971 | 1970 | 1971 |
| minimum wage | \$106,930.24 | \$164,681.89 | 753 | 905 | 2,903 | 4,472 |
| collection of wages | 124,958.36 | 324,285.83 | 1,270 | 1,639 | 1,754 | 6,164 |
| overtime pay | 503,306.52 | 738,485.68 | 1,862 | 2,419 | 10,463 | 16,776 |
| equal pay for equal work | 91,171.30 | 477,415.07 | 19 | 37 | 761 | 1,129 |
| vacation pay | 538,569.13 | 761,216.26 | 4,755 | 4,344 | 30,041 | 30,340 |
| industrial standards | 93,104.08 | 46,615.31 | 179 | 134 | 774 | 658 |
| fair wage | 26,377.35 | 62,240.54 | 41 | 93 | 344 | 609 |
| Totals | \$1,484,416.98 | \$2,574,940.58 | 8,879 | 9,571 | 47,040 | 60,148 |

Overtime permits issued

| | April 1, 1969
to
March 31, 1970 | April 1, 1970
to
March 31, 1971 |
|------------------|---------------------------------------|---------------------------------------|
| 100 hours a year | 1,500 | 718 |
| special overtime | 889 | 446 |

Handicap Permits and Homeworker Permits

| | | |
|--------------------|-----|-----|
| handicap permits | 157 | 150 |
| homeworker permits | 525 | 366 |

Fair Wage Schedules-government contracts

| | | |
|---------------------------|---------------|---------------|
| number of contracts | 894 | 1,145 |
| dollar value of contracts | \$396,651,101 | \$356,679,411 |

Industrial Standards schedules in force

| | April 1, 1969
to
March 31, 1970 | April 1, 1970
to
March 31, 1971 |
|-------------------------|---------------------------------------|---------------------------------------|
| barbering industry | 77 | 76 |
| construction industries | 85 | 85 |
| needle trade industries | 6 | 6 |
| Totals | 168 | 167 |

Conferences and Amending Orders

| | | |
|-------------------------|----|---|
| conferences held | 4 | 3 |
| amendments to schedules | 11 | 9 |

Court cases

| | Charges | | Convictions | | Withdrawals and dismissals | | Pending | |
|--------------------------|---------|------|-------------|------|----------------------------|------|---------|------|
| | 1970 | 1971 | 1970 | 1971 | 1970 | 1971 | 1970 | 1971 |
| employment standards act | 43 | 67 | 24 | 19 | 7 | 22 | 12 | 26 |
| employment agencies act | 8 | 13 | — | 6 | — | 7 | 8 | — |
| industrial standards act | 30 | 12 | 19 | 8 | 5 | 2 | 6 | 2 |

Employment agencies applications received

| | | Licences issued | | Renewals
of licences issued | |
|------|------|-----------------|------|--------------------------------|------|
| 1970 | 1971 | 1970 | 1971 | 1970 | 1971 |
| 172 | 141 | 158 | 137 | 287 | 370 |

The total licences issued (507) represents a 14% increase over the previous fiscal year

Statement of revenue for year ending March 31, 1971

| | | |
|--|------------|--------------------|
| Professional wrestling | | |
| taxes | | \$17,614.48 |
| licences: | | |
| professional wrestling licence, class 1 | 3 at \$500 | 1,500.00 |
| professional wrestling licence, class 2 | 249 at \$5 | 1,245.00 |
| to take part in exhibitions | 193 at \$5 | 965.00 |
| to referee exhibitions | 7 at \$25 | 175.00 |
| to referee exhibitions | 6 at \$10 | 60.00 |
| | | 21,559.48 |
| Professional boxing | | |
| taxes | | 885.39 |
| licences: | | |
| professional boxing licence, class 1 | 4 at \$500 | 2,000.00 |
| professional boxing licence, class 2 | 9 at \$5 | 45.00 |
| to take part in contests and exhibitions | 68 at \$5 | 340.00 |
| to referee contests and exhibitions | 21 at \$2 | 42.00 |
| to manage boxers | 1 at \$5 | 5.00 |
| to act as second at contests and exhibitions | 45 at \$2 | 90.00 |
| | | 3,407.39 |
| Amateur boxing | | |
| licence to hold contests or exhibitions | 44 at \$5 | 220.00 |
| licence to referee contests or exhibitions | 26 at \$1 | 26.00 |
| | | 246.00 |
| Amateur wrestling | | |
| licence to hold contests or exhibitions | 13 at \$2 | 26.00 |
| Miscellaneous | | |
| | | 25 |
| Total | | \$25,239.12 |

Revenue received for licences issued, 1970-71

| Type of licence | Amount |
|--|-------------------|
| professional wrestling: | |
| professional wrestling licence, class 1 | \$1,500.00 |
| professional wrestling licence, class 2 | 1,245.00 |
| to take part in exhibitions | 965.00 |
| to referee exhibitions | 235.00* |
| professional boxing: | |
| professional boxing licence, class 1 | 2,000.00 |
| professional boxing licence, class 2 | 45.00 |
| to take part in contests and exhibitions | 340.00 |
| to referee contests and exhibitions | 42.00 |
| to manage boxers | 5.00 |
| to act as second at contests and exhibitions | 90.00 |
| amateur boxing: | |
| for holding contests or exhibitions | 220.00 |
| to referee contests and exhibitions | 26.00 |
| amateur wrestling: | |
| for holding contests and exhibitions | 26.00 |
| Total | \$6,739.00 |

*7 licences at \$25 each; 6 licences at \$10 each.

Licences issued, 1970-71

| Type of licence | Number of licences |
|--|--------------------|
| professional wrestling: | |
| professional wrestling licence, class 1 | 249 |
| professional wrestling licence, class 2 | 193 |
| to take part in exhibitions | 13 |
| to referee exhibitions | |
| professional boxing: | |
| professional boxing licence, class 1 | 4 |
| professional boxing licence, class 2 | 9 |
| to take part in contests and exhibitions | 68 |
| to referee contests and exhibitions | 21 |
| to manage boxers | 1 |
| to act as second at contests and exhibitions | 45 |
| amateur boxing: | |
| for holding contests or exhibitions | 44 |
| to referee contests and exhibitions | 26 |
| amateur wrestling: | |
| for holding contests and exhibitions | 13 |
| Total | 676 |

Assistance to amateur sport, 1970-71

| | |
|--|---------------------|
| Equipment and awards | \$149,989.94 |
| Financial grants: | |
| British Commonwealth Games Association of Canada | 12,500.00 |
| Ontario Region, Canadian Water Ski Association | 400.00 |
| Canamer Games, Brantford | 500.00 |
| Ontario Rural Softball Association | 600.00 |
| S.W. Ontario Branch, A.A.U. of Canada | 500.00 |
| Brockville Rowing Club | 500.00 |
| Ontario Orienteering Association | 250.00 |
| Ontario Fencers' Association | 800.00 |
| Ontario Minor Lacrosse Association | 750.00 |
| Ontario Amateur Softball Association | 600.00 |
| Ontario Water Polo Association | 750.00 |
| Burlington International Games | 750.00 |
| Canadian Amateur Ski Association (National Ski Team) | 3,000.00 |
| Ontario Baseball Association | 750.00 |
| Ontario Amateur Speed Skating Association | 1,000.00 |
| Youth Tennis Foundation of Ontario | 110.00 |
| Ontario Rugby Union | 600.00 |
| Canadian Japanese Athletic Association | 750.00 |
| Ontario Amateur Boxing Association | 500.00 |
| Ontario District, Canadian Cycling Association | 500.00 |
| Parkdale Lions Track and Field Club | 400.00 |
| Ontario Amateur Wrestling Federation | 900.00 |
| The Ontario Table Tennis Association | 800.00 |
| Central Ontario Track and Field Association | 1,200.00 |
| Ontario Division, Canadian Amateur Ski Association | 3,250.00 |
| Ontario Weightlifting Association | 600.00 |
| Ontario Amateur Basketball Association | 750.00 |
| Ontario Section, Canadian Amateur Swimming Association | 1,000.00 |
| Total | \$35,010.00 |
| | \$184,999.94 |

Statistics for fiscal year

| Subject of complaints | Upheld | Not upheld | Total |
|-----------------------|------------|------------|------------|
| Child labour | 2 | 4 | 6 |
| Machinery | 31 | 43 | 74 |
| Fire hazards | 21 | 14 | 35 |
| Sanitation | 84 | 81 | 165 |
| Eat and light | 60 | 38 | 98 |
| Fumes and dust | 99 | 77 | 176 |
| Miscellaneous | 83 | 106 | 189 |
| Total | 380 | 363 | 743 |

Industrial diseases

| | |
|--------------------------------------|------------|
| Asthma | 1 |
| Asthmatic bronchitis | 1 |
| Bronchitis | 4 |
| Chronic pneumonia | 3 |
| Chemical poisoning | 1 |
| Chronic poisoning | 1 |
| Dermatitis and other rashes | 410 |
| Dust (unclassified) | 3 |
| Eczema | 5 |
| Empysema | 3 |
| Hepatitis | 1 |
| Lead poisoning | 10 |
| Lung congestion (unclassified) | 7 |
| Edema | 1 |
| Respiratory infection (unclassified) | 6 |
| Silica dust | 1 |
| Silicosis | 1 |
| Total | 459 |

Summary

1,528 accidents and industrial diseases reported.
 6 of the above were fatal.
 235 accidents were investigated.
 There were 43 explosions causing injuries to 54 employees,
 4 of which were fatal.
 25 machines and equipment were tagged out of order.
 3,572 directions were issued.
 3,805 directions were completed.

Report of number of inspections by industry

| Industry | Inspections (1) | Special visits | Total |
|---|-----------------|----------------|---------------|
| Manufacturing | 26,214 | 3,356 | 29,570 |
| Food and beverages | 3,371 | 281 | 3,652 |
| Tobacco products | 30 | 21 | 51 |
| Rubber products | 262 | 67 | 329 |
| Leather products | 301 | 41 | 342 |
| Textile products (except clothing) | 571 | 141 | 712 |
| Knitting mills | 129 | 12 | 141 |
| Clothing | 762 | 20 | 782 |
| Wood products | 2,279 | 183 | 2,462 |
| Furniture and fixtures | 1,758 | 79 | 1,837 |
| Paper and allied industries | 610 | 151 | 761 |
| Printing, publishing and allied industries | 1,684 | 90 | 1,774 |
| Primary metal | 662 | 255 | 917 |
| Metal fabricating (except machinery and transportation equipment) | 5,211 | 632 | 5,843 |
| Machinery (except electrical machinery) | 1,384 | 207 | 1,591 |
| Transportation equipment | 1,258 | 309 | 1,567 |
| Electrical products | 1,147 | 241 | 1,388 |
| Non-metallic mineral products | 1,358 | 184 | 1,542 |
| Petroleum and coal products | 92 | 15 | 107 |
| Chemical and chemical products | 1,177 | 203 | 1,380 |
| Miscellaneous manufacturing | 2,072 | 219 | 2,291 |
| Miscellaneous manufacturing incidental to other industry | 96 | 5 | 101 |
| Construction | 2,114 | 125 | 2,239 |
| Transportation, storage and communication | 2,653 | 242 | 2,895 |
| Transportation | 1,761 | 152 | 1,913 |
| Storage (including grain elevators) | 476 | 78 | 554 |
| Communication | 416 | 12 | 428 |
| Public utilities | 479 | 31 | 510 |
| Trade | 26,287 | 946 | 27,233 |
| Wholesale trade | 6,543 | 340 | 6,883 |
| Retail trade | 19,744 | 606 | 20,350 |
| Finance, insurance and real estate | 785 | 56 | 841 |
| Service | 6,490 | 195 | 6,685 |
| Education and related service | 42 | 2 | 44 |
| Health and welfare service | 276 | 15 | 291 |
| Religious organizations | | | |
| Recreation service | 150 | 5 | 155 |
| Business service | 246 | 14 | 260 |
| Personal service | 4,543 | 114 | 4,657 |
| Miscellaneous service | 1,233 | 45 | 1,278 |
| Public administration and defence | 785 | 58 | 843 |
| Unspecified or undefined | | | |
| Total | 65,807 | 5,009 | 70,816 |

(1) Inspections made with respect to the enforcement of the Acts and Regulations administered by the Department of Labour.

Directions of officers to employers
under The Industrial Safety Act, 1964

| | Subjects of Directions (1) | | | | | |
|--|----------------------------|------------------------|--------------|-------------------|-----------------------|----------------------|
| | Boilers | Other pressure vessels | Total | Fire escapes etc. | Plans to be submitted | Elevators and hoists |
| Manufacturing | 20 | 317 | 337 | 2,316 | 189 | 5 |
| food and beverages | 7 | 26 | 33 | 311 | 30 | 1 |
| tobacco products | | 1 | 1 | 5 | 1 | |
| rubber products | 1 | 5 | 6 | 41 | 2 | |
| leather products | | 2 | 2 | 73 | 3 | |
| textile products (except clothing) | 1 | 3 | 4 | 79 | 3 | |
| knitting mills | 2 | 2 | 4 | 16 | 1 | |
| clothing | | 3 | 3 | 53 | 1 | |
| wood products | 2 | 35 | 37 | 90 | 21 | 1 |
| furniture and fixtures | | 20 | 20 | 205 | 5 | |
| paper and allied industries | 1 | 4 | 5 | 88 | 5 | |
| printing, publishing and allied industries | 2 | 10 | 12 | 149 | 7 | |
| primary metal | | 10 | 10 | 94 | 10 | |
| metal fabricating (except machy. & trans. equipt.) | | 67 | 67 | 261 | 24 | |
| machinery (except electrical) | 1 | 27 | 28 | 125 | 6 | |
| transportation equipment | | 24 | 24 | 141 | 22 | 1 |
| electrical products | | 6 | 6 | 154 | 5 | |
| non-metallic mineral products | | 22 | 22 | 60 | 19 | 2 |
| petroleum and coal products | | 4 | 4 | 6 | 1 | |
| chemical and chemical products | 1 | 13 | 14 | 139 | 9 | |
| miscellaneous manufacturing | | 31 | 31 | 214 | 14 | |
| miscellaneous manufacturing incidental to other industries | 2 | 2 | 4 | 12 | | |
| Construction | 1 | 35 | 36 | 94 | 24 | |
| Transportation, storage and communication | 4 | 66 | 70 | 248 | 19 | 1 |
| transportation | 2 | 58 | 60 | 131 | 14 | |
| storage (including grain elevators) | | 5 | 5 | 51 | 3 | 1 |
| communication | 2 | 3 | 5 | 66 | 2 | |
| Public utilities | | 6 | 6 | 34 | 2 | |
| Trade | 6 | 483 | 489 | 1,772 | 107 | 2 |
| wholesale trade | 1 | 71 | 72 | 412 | 45 | 2 |
| retail trade | 5 | 412 | 417 | 1,360 | 62 | |
| Finance, insurance and real estate | | 6 | 6 | 261 | 5 | |
| Service | 3 | 33 | 36 | 251 | 14 | 1 |
| education and related service | | 1 | 1 | 6 | 2 | |
| health and welfare service | 1 | | 1 | 11 | | |
| religious organizations | | | | | | |
| recreation service | | 1 | 1 | 12 | 1 | |
| business service | | 1 | 1 | 20 | 1 | |
| personal service | 2 | 4 | 6 | 161 | 2 | |
| miscellaneous service | | 26 | 26 | 41 | 8 | 1 |
| Public administration and defence | | 22 | 22 | 139 | 9 | 2 |
| Unspecified or undefined | | | | | | |
| Total | 34 | 968 | 1,002 | 5,115 | 369 | 11 |

(1) Directions given for the protection of the health and safety of employees or any persons in a factory, shop or office building.

| Heat | Light | Ventilation | Sanitation | Seats for
female
employees | Toilets etc. | Dressing
room
matron etc. | Hair
covering | Child
labour | Miscellaneous | Total |
|------|-------|-------------|------------|----------------------------------|--------------|---------------------------------|------------------|-----------------|---------------|--------|
| 44 | 49 | 1,389 | 1,536 | 6 | 38 | 18 | 46 | 3 | 11,048 | 28,973 |
| 4 | 7 | 43 | 195 | | 5 | 2 | 1 | 1 | 1,122 | 3,014 |
| | | 1 | 2 | | | | | | 28 | 70 |
| | 1 | 16 | 18 | | | | | | 138 | 393 |
| | 1 | 12 | 27 | | 1 | 1 | | | 94 | 395 |
| | 3 | 13 | 29 | | 3 | 2 | 2 | | 241 | 739 |
| | | 1 | 5 | | | | | | 29 | 102 |
| | | | 21 | | | | | | 54 | 328 |
| 4 | 1 | 60 | 61 | | 5 | 2 | 3 | | 611 | 1,793 |
| 3 | 1 | 85 | 83 | | 1 | | 3 | 1 | 379 | 1,242 |
| 1 | 1 | 44 | 40 | | 2 | 3 | 4 | | 423 | 1,046 |
| 3 | | 33 | 72 | | | 1 | 6 | | 320 | 928 |
| 5 | 2 | 168 | 100 | | 4 | | 2 | | 756 | 1,679 |
| 13 | 7 | 250 | 236 | 1 | 9 | 1 | 10 | | 2,280 | 5,879 |
| 2 | 5 | 84 | 87 | | 1 | 1 | 4 | 1 | 792 | 1,738 |
| 1 | 5 | 107 | 147 | | 3 | 3 | 5 | | 914 | 2,524 |
| 2 | 7 | 135 | 110 | | | | 2 | | 723 | 1,850 |
| 3 | 3 | 118 | 66 | | | 1 | | | 681 | 1,501 |
| | 1 | 7 | 7 | | | | | | 57 | 136 |
| 3 | 1 | 84 | 119 | 2 | 2 | | | | 696 | 1,507 |
| | 3 | 127 | 111 | 2 | 1 | 1 | 4 | | 685 | 2,030 |
| | | 1 | | 1 | 1 | | | | 25 | 79 |
| 2 | 1 | 31 | 35 | | 3 | | | | 365 | 955 |
| 3 | 9 | 64 | 76 | | 2 | 1 | | | 669 | 1,559 |
| 1 | 3 | 37 | 44 | | 2 | 1 | | | 458 | 999 |
| 2 | 3 | 20 | 22 | | | | | | 150 | 369 |
| | 3 | 7 | 10 | | | | | | 61 | 191 |
| 1 | 2 | 15 | 13 | | | | | | 147 | 309 |
| 24 | 102 | 305 | 722 | 2 | 33 | 18 | 2 | 1 | 3,387 | 9,006 |
| 5 | 5 | 59 | 118 | | 6 | 1 | 1 | 1 | 1,069 | 2,590 |
| 19 | 97 | 246 | 604 | 2 | 27 | 17 | 1 | | 2,318 | 6,416 |
| 8 | 12 | 10 | 53 | 3 | 4 | | | | 98 | 485 |
| 7 | 12 | 47 | 183 | | 9 | 7 | 2 | 1 | 523 | 1,612 |
| 1 | | 3 | 1 | | | | | | 13 | 44 |
| | | 3 | 7 | | | | 1 | | 31 | 101 |
| | 3 | | 2 | | | | | | 11 | 36 |
| 1 | 3 | 2 | 3 | | | | | | 26 | 76 |
| 5 | 6 | 18 | 148 | | 7 | 7 | | 1 | 280 | 889 |
| | | 21 | 22 | | 2 | | 1 | | 162 | 466 |
| 6 | 2 | 23 | 40 | | 6 | | | | 197 | 673 |
| 95 | 189 | 1,884 | 2,658 | 11 | 95 | 44 | 50 | 5 | 16,434 | 43,572 |

Distribution of employees in industry

| Industry | Male | Female | Total employees |
|--|------------------|----------------|------------------|
| Manufacturing | 1,174,743 | 347,445 | 1,522,188 |
| food and beverages | 103,847 | 24,546 | 128,393 |
| tobacco products | 6,965 | 2,022 | 8,987 |
| rubber products | 30,427 | 9,268 | 39,695 |
| leather products | 17,079 | 2,616 | 19,695 |
| textile products (except clothing) | 42,467 | 10,106 | 52,573 |
| knitting mills | 5,910 | 792 | 6,702 |
| clothing | 27,785 | 3,344 | 31,129 |
| wood products | 34,095 | 6,517 | 40,612 |
| furniture and fixtures | 34,516 | 7,682 | 42,198 |
| paper and allied industries | 65,785 | 14,241 | 80,026 |
| printing, publishing and allied industries | | | |
| allied industries | 39,100 | 13,421 | 52,521 |
| primary metal | 56,329 | 21,732 | 78,061 |
| metal fabricating (except machy. and trans. equipment) | 141,031 | 46,563 | 187,594 |
| machinery (except electrical machinery) | 73,722 | 33,815 | 107,537 |
| transportation equipment | 197,748 | 40,296 | 238,044 |
| electrical products | 133,838 | 57,099 | 190,937 |
| non-metallic mineral products | 41,883 | 11,401 | 53,284 |
| petroleum and coal products | 8,437 | 2,345 | 10,782 |
| chemical and chemical products | 60,231 | 23,590 | 83,821 |
| miscellaneous manufacturing | 51,515 | 15,706 | 67,221 |
| miscellaneous mfg. incidental to other industries | 2,033 | 343 | 2,376 |
| Construction | 20,653 | 6,322 | 26,975 |
| Transportation, storage and communication | 65,073 | 18,119 | 83,192 |
| transportation | 38,881 | 8,964 | 47,845 |
| storage (including grain elevators) | 5,311 | 1,389 | 6,700 |
| communication | 20,881 | 7,766 | 28,647 |
| Public utilities | 12,620 | 3,056 | 15,676 |
| Trade | 232,378 | 59,479 | 291,857 |
| wholesale trade | 53,145 | 28,532 | 81,677 |
| retail trade | 179,233 | 30,947 | 210,180 |
| Finance, insurance and real estate | 6,068 | 4,339 | 10,407 |
| Service | 49,073 | 8,565 | 57,638 |
| education and related service | 1,087 | 701 | 1,788 |
| health and welfare service | 5,502 | 727 | 6,229 |
| religious organizations | | | |
| recreation service | 1,023 | 155 | 1,178 |
| business service | 3,016 | 1,344 | 4,360 |
| personal service | 31,042 | 3,942 | 34,984 |
| miscellaneous service | 7,403 | 1,696 | 9,099 |
| Public administration and defence | 28,531 | 14,776 | 43,307 |
| Unspecified or undefined | | | |
| Total | 1,589,139 | 462,101 | 2,051,240 |

Summary of prosecutions for fiscal year ending March 31, 1971

Charges

| | |
|---------------------------------------|----------|
| under The Industrial Safety Act, 1964 | 1 |
| under The Ontario Regulations 196/64 | 1 |
| under The Ontario Regulations 197/64 | 1 |
| Total | 3 |

Outcome of cases

| | |
|--------------|----------|
| dismissed | 1 |
| withdrawn | 1 |
| convictions | 1 |
| Total | 3 |

Fines of \$3,025.00 were levied by the courts in these cases.

Construction Safety Branch

Summary of inspectors' annual reports

The Trench Excavators' Protection Act

Calendar year 1970

| | |
|--|--|
| Number of inspectors appointed | 1,059* |
| Number of notices received | 35,315 |
| Total length of trenches for which notices were received | 7,418,281 lin. ft.
(approx. 1405 miles) |
| Number of informations laid | 18 |
| Number of convictions | 5 |
| Total amount of fines | \$1,500 |
| Fatalities on projects under The Trench Excavators' Protection Act | 2 |
| Number of stop work orders | 678 |
| Number of orders to comply | 2,039 |
| Number of inspections reported | 73,861 |

Number of inspectors recorded in annual reports submitted
as at March 31, 1971 (785 local municipalities out of 908)

Summary of inspectors' annual reports

The Construction Safety Act

Calendar year 1970

| | |
|--|-------------|
| Number of inspectors appointed | 276 |
| Number of inspections | 120,904 |
| Number of informations laid | 426* |
| Number of convictions | 235* |
| Total amount of fines | \$47,188.00 |
| Number of fatalities on projects under The Construction Safety Act | 38** |
| Number of stop work orders | 4,789 |
| Number of orders to comply | 21,833 |

19 of the informations were directly laid by the Department of Labour,
resulting in 10 convictions and \$2,800.00 in fines

*38 fatalities occurred in municipalities required to appoint an inspector
under The Construction Safety Act and none occurred in territorial districts.
Reports received from 102 of 104 municipalities required to appoint an
inspector.

Inspections by construction safety officers

April 1, 1970 to March 31, 1971

The Trench Excavators' Protection Act

| | |
|---|--------------|
| 1. joint inspections with municipal inspectors | 1,616 |
| 2. inspections by provincial construction safety officer in areas where he was inspector (unorganized territories in territorial districts) | 6 |
| 3. other independent inspections and calls on trench inspectors | 751 |
| Total | 2,373 |

Inspections by construction safety officers

April 1, 1970 to March 31, 1971

The Construction Safety Act

| | |
|---|--------------|
| 1. joint inspections with municipal inspectors | 4,536 |
| 2. inspections by provincial construction safety officer in areas where he was inspector (unorganized territories in territorial districts) | 307 |
| 3. other independent inspections (e.g. in areas where no inspector is appointed) | 70 |
| 4. promotional and public relations calls (i.e. on clerks, wardens, etc.) | 987 |
| Total | 5,900 |

Projects inspected under Ontario Regulation 100/63

April 1, 1970 to March 31, 1971

Projects under compressed air

| No. | Contractor | Location | Pressure | | Number of decompressions | | Total | Number of cases of bends |
|---------|----------------------------------|-------------|----------|------|--------------------------|------------------|--------|--------------------------|
| | | | Min. | Max. | Shift workers | Supervisors etc. | | |
| 68/207 | Robert McAlpine Limited | Toronto | 3 | 5 | 12,246 | 5,518 | 17,764 | NI |
| *68/220 | Robert McAlpine Limited | Toronto | 4 | 12 | 7,682 | 3,052 | 10,734 | NI |
| *69/63 | Cristan Construction Co. Limited | Toronto | 6 | 12 | 3,002 | 690 | 3,692 | NI |
| 69/169 | S. McNally & Sons Limited | Scarborough | 4 | 25 | 4,957 | 1,585 | 6,542 | NI |
| 69/203 | Jno. Maguire Const. Limited | Scarborough | 3 | 5 | 515 | 229 | 744 | NI |
| 69/211 | Sansone Const. Co. Limited | Toronto | 6 | 8 | 360 | 97 | 457 | NI |
| *69/268 | S. McNally & Sons Limited | Toronto | 5 | 13 | 2,328 | 1,218 | 3,546 | NI |
| *69/274 | S. McNally & Sons Limited | Toronto | 7 | 12 | 7,552 | 2,223 | 9,775 | NI |
| *70/10 | Keystone Construction Limited | Windsor | 5 | 13 | 1,889 | 618 | 2,507 | NI |
| 70/68 | Jno. Maguire Const. Limited | York | 6 | 12 | 625 | 148 | 773 | NI |
| Total | | | | | 41,156 | 15,378 | 56,534 | |

*Project still in progress April 1, 1971.

Projects under Ontario Regulation 100/63

April 1, 1970 to March 31, 1971

Inspection Summary

| | Projects under inspection | Completed during year | C/F to next year | Length of Tunnel, Feet | | Projects under compressed air | No. of inspections | No. of directions | No. of inspections with no directions |
|--------------------------------|---------------------------|-----------------------|------------------|------------------------|--------------------|-------------------------------|--------------------|-------------------|---------------------------------------|
| | | | | Less than 60" diam. | 60" diam. and over | | | | |
| long tunnels | 115 | 73 | 42 | 3,706 | 151,634 | 10 | 1,612 | 691 | 1,226 |
| short tunnels (under 50') | 74 | 67 | 7 | 6,628 | 625 | — | 309 | 53 | 280 |
| jacked tunnels | 89 | 78 | 11 | 7,806 | 386 | — | 342 | 61 | 301 |
| large caissons | — | — | — | N/A | N/A | — | — | — | — |
| augured caissons(**) | 104 | 93 | 11 | N/A | N/A | — | 600 | 67 | 545 |
| cofferdams, underpinning, etc. | 36 | 26 | 10 | N/A | N/A | — | 176 | 27 | 154 |
| Total | 418 | 337 | 81 | 18,140 | 152,645 | 10 | 3,039 | 899 | 2,506 |

(** 10,250 units)

Elevator Inspection Branch

1970-71 Inspections

| Type of installation | New inst. | Sub. | M.A. | Ann. | Spec. | Call | Safety pass | Safety fail | Total |
|--------------------------------|--------------|------------|-----------|---------------|--------------|--------------|---------------|-------------|---------------|
| passenger elevator | 804 | 160 | 39 | 8,708 | 1,679 | 3,417 | 8,506 | 42 | 23,355 |
| hand-powered passenger | 7 | 4 | | 147 | 6 | 52 | 159 | 12 | 387 |
| freight elevator | 101 | 21 | 5 | 4,335 | 692 | 2,537 | 3,314 | 60 | 11,065 |
| hand-powered freight | | | | 23 | 4 | 40 | 15 | 1 | 83 |
| freight and passenger elevator | 2 | 2 | 1 | 46 | 5 | 33 | 53 | 1 | 143 |
| class A d/w | 51 | 18 | 2 | 1,243 | 118 | 425 | 131 | | 1,988 |
| hand-powered class A d/w | | | | 9 | | 15 | | | 24 |
| class B d/w | 3 | | | 108 | 16 | 92 | 25 | 2 | 246 |
| hand-powered class B d/w | | | | 11 | | 5 | 1 | | 17 |
| escalator | 55 | 12 | | 521 | 33 | 219 | | | 840 |
| incline lift | | | | 27 | 22 | 24 | 25 | 5 | 103 |
| manlift | 8 | 1 | | 116 | 29 | 45 | | | 199 |
| ski tow rope | 24 | 6 | 13 | 152 | 24 | 122 | | | 341 |
| ski tow T bar | 19 | 9 | 6 | 90 | 9 | 83 | | | 216 |
| ski tow J bar | 2 | 2 | | 11 | | 7 | | | 22 |
| poma lift | 1 | 1 | | 15 | 2 | 18 | | | 37 |
| chair lift | 4 | 5 | | 26 | 13 | 30 | | | 78 |
| moving walk | 2 | 1 | | 6 | 6 | 12 | | | 27 |
| stair chair lift | | | | 10 | | 3 | 4 | | 17 |
| golf tow rope | | | | 8 | | 3 | | | 11 |
| stage lift | 3 | 2 | | 2 | | 5 | | | 12 |
| portable chair lift | | | | | 9 | 2 | | | 11 |
| not applicable | | | | | 1 | 22 | | | 23 |
| ash hoists | | | | | | 9 | | | 9 |
| misc. desc. | | | | | | 5 | | | 5 |
| Total | 1,086 | 244 | 66 | 15,614 | 2,668 | 7,225 | 12,233 | 123 | 39,259 |

Inspections of construction hoists

| Installation | Inspections | | Total | Miscellaneous | Total |
|-----------------|-------------|--------------|--------------|---------------|--------------|
| | First | Repeat | | | |
| material hoist | 179 | 705 | 884 | *291 | 1,175 |
| workmen's hoist | 53 | 367 | 420 | *106 | 526 |
| Total | 232 | 1,072 | 1,304 | 397 | 1,701 |

*Calls re shut-downs, re=instated, dismantled, accidents and miscellaneous (non-revenue) inspections.

Accident report for period ending
March 31, 1971

| Type of installation | Total
Accidents
Reported | Accidents
Investigated | Cause of accident | | Persons injured | | | Total | Not
Injured |
|---|--------------------------------|---------------------------|-------------------|-------|-----------------|---------|-------|-------|----------------|
| | | | Equip. Failed | Other | Minor | Serious | Fatal | | |
| passenger elevator | 77 | 24 | 7 | 70 | 59 | 6 | 1 | 66 | 12 |
| h.p. passenger
freight elevator | 77 | 21 | 4 | 73 | 53 | 22 | | 75 | 7 |
| h.p. freight
freight and passenger
elevator | 2 | 1 | 1 | 1 | 1 | 1 | | 2 | |
| class A d/w | 2 | 2 | 2 | | | | | | |
| h.p. class A d/w | | | | | | | | | |
| class B d/w | | | | | | | | | |
| h.p. class B d/w | | | | | | | | | |
| escalator | 430 | 19 | 9 | 421 | 341 | 13 | | 354 | 125 |
| incline lift | | | | | | | | | |
| manlift | | | | | | | | | |
| golf tow rope | | | | | | | | | |
| ski tow rope | 6 | 4 | 1 | 5 | 2 | 2 | 1 | 5 | 1 |
| ski tow T bar | 31 | 7 | | 31 | 24 | 5 | | 29 | 4 |
| ski tow J bar | | | | | | | | | |
| poma lift | 3 | 2 | | 3 | 3 | 1 | | 4 | |
| chair lift | 10 | 5 | 2 | 8 | 7 | | | 7 | 4 |
| moving walk | 1 | 1 | 1 | | 1 | | | 1 | |
| stair chair lift | | | | | | | | | |
| stage lift | | | | | | | | | |
| Total | 639 | 86 | 27 | 612 | 491 | 50 | 2 | 543 | 153 |
| workmen's hoist | | | | | | | | | |
| material hoist | 7 | 7 | 1 | 6 | 2 | 2 | 1 | 5 | 1 |
| Total | 7 | 7 | 1 | 6 | 2 | 2 | 1 | 5 | 1 |
| Grand Total | 646 | 93 | 28 | 618 | 493 | 52 | 3 | 548 | 154 |

| Drawings approved
April 1, 1970 to March 31, 1971 | | | |
|--|--------------|------------------|--------------|
| Type of installation | New | Major alteration | Total |
| passenger elevator | 1,099 | 31 | 1,130 |
| p. passenger | 2 | 0 | 2 |
| freight elevator | 59 | 6 | 65 |
| p. freight | 0 | 0 | 0 |
| freight and passenger elevator | 5 | 0 | 5 |
| class A dumb-waiter | 48 | 0 | 48 |
| p. class A dumb-waiter | 0 | 0 | 0 |
| class B dumb-waiter | 3 | 0 | 3 |
| p. class B dumb-waiter | 0 | 0 | 0 |
| escalator | 56 | 0 | 56 |
| inclined lift | 5 | 0 | 5 |
| manlift | 0 | 0 | 0 |
| golf tow rope | 0 | 0 | 0 |
| ski tow rope | 22 | 12 | 34 |
| ski tow T bar | 20 | 5 | 25 |
| ski tow J bar | 1 | 0 | 1 |
| poma lift | 1 | 0 | 1 |
| chair lift | 4 | 0 | 4 |
| moving walk | 4 | 0 | 4 |
| air chair lift | 0 | 0 | 0 |
| stage lift | 2 | 0 | 2 |
| Total | 1,331 | 54 | 1,385 |
| workmen's hoist | 83 | 1 | 84 |
| revised drawings | 422 | 0 | 422 |
| Total | 505 | 1 | 506 |
| Grand Total | 1,836 | 55 | 1,891 |

| Licences granted under
The Elevators and Lifts Act | |
|---|---------------|
| Type of elevating device | Number issued |
| passenger elevator | 9,941 |
| h.p. passenger | 157 |
| freight elevator | 4,536 |
| h.p. freight | 24 |
| freight and passenger | 46 |
| class A d/w | 1,309 |
| h.p. class A d/w | 9 |
| class B d/w | 115 |
| h.p. class B d/w | 11 |
| escalator | 569 |
| inclined lift | 28 |
| manlift | 128 |
| ski rope tow | 193 |
| ski tow T bar | 116 |
| ski tow J bar | 13 |
| poma lift | 16 |
| chair lift | 31 |
| moving walk | 8 |
| stair chair lift | 10 |
| stage lift | 6 |
| golf tow rope | 7 |
| Total | 17,273 |
| Total number of transfer licences | 704 |
| Total number of duplicate licences | 148 |

| Licences granted
under The Construction Hoists Act | | | | |
|---|------------|-----------|-----------|------------|
| Type of hoist | Initial | Renewal | Duplicate | Total |
| material | 177 | 4 | 2 | 183 |
| workmen's | 58 | 10 | 0 | 68 |
| Total | 235 | 14 | 2 | 251 |

Annual registration of contractors

| Maximum number of
elevator mechanics
employed by contractor | First
annual
registration.
Number of
contractors | Subsequent
annual
registration.
Number of
contractors | Total
number of
contractors |
|---|--|---|-----------------------------------|
| not more than 2 | 5 | 55 | 60 |
| more than 2, but fewer than 20 | 1 | 13 | 14 |
| 20 or more | 0 | 5 | 5 |
| Total | 6 | 73 | 79 |

Revenue earned, 1970-71

under The Elevators and Lifts Act

| Source | Amount |
|---|--------------|
| licences: | \$16,410.00 |
| <i>initial licences and renewals</i> | 9,688.00 |
| <i>transfer of licences</i> | 6,237.00 |
| <i>duplicate of licences</i> | 485.00 |
| approval of drawings and specifications: | 46,095.00 |
| <i>upon submission of drawings and specifications</i> | 46,085.00 |
| <i>additional sets of drawings and specifications</i> | 10.00 |
| annual registration of contractors: | 8,199.50 |
| <i>first annual registration</i> | 377.50 |
| <i>subsequent registration</i> | 7,822.00 |
| metal plates | 1,390.00 |
| inspections | 111,612.00 |
| travelling expenses | 90.43 |
| sale of books—safety code for passenger and freight | 299.95 |
| miscellaneous | 29.16 |
| A.D.P. revenue | 497,301.75 |
| Total | \$681,427.79 |

Revenue earned

under The Construction Hoists Act

| Source | Amount |
|---|-------------|
| licences: | 2,456.00 |
| <i>initial licences</i> | \$ 2,340.00 |
| <i>renewal licences</i> | 100.00 |
| <i>transfer licences</i> | — |
| <i>duplicate licences</i> | 16.00 |
| approval of drawings and specifications | 2,000.00 |
| inspections | 34,833.00 |
| travel expenses | 44.73 |
| Total | \$39,333.73 |

Boiler Inspection Branch

Inspections and certificates

Inspections

| | |
|--|---------------|
| Boilers and pressure vessels inspected during construction | 34,159 |
| Used boilers and pressure vessels | 3,472 |
| Annual inspections of boilers and pressure vessels | 24,008 |
| Pressure piping | 2,572 |
| Welding inspections | 12,936 |
| Other inspections | 13,799 |
| Total | 90,946 |

Certificates

| | |
|--|---------------|
| Certificates issued for boilers and pressure vessels | 36,537 |
| Duplicates of certificates issued | 8 |
| Repair certificates issued | 1,061 |
| Total | 37,606 |

Plans examination and registration

| | |
|--|-------|
| Designs examined and registered | 2,459 |
| Welding procedures examined and registered | 613 |

Accident report

| Type of vessel involved | Accidents and explosions | Persons injured | |
|-------------------------|--------------------------|-----------------|-------------|
| | | Fatally | Non-fatally |
| Boiler | 5 | — | — |
| Furnace | — | — | — |
| Pressure vessel | 3 | — | 3 |
| Pressure piping | 2 | — | — |
| Miscellaneous | 2 | — | 2 |
| Total | 12 | — | 5 |

Revenue earned, 1970-71

Fees

| | |
|---|-------------------|
| Examination and registration of designs | \$51,755.50 |
| Inspections: | |
| new boilers and pressure vessels | 136,124.50 |
| pressure piping | 24,368.50 |
| used boilers and pressure vessels | 35,608.00 |
| annual inspections of boilers | 138,646.80 |
| | 334,747.80 |

| | |
|--|------------------|
| Tests of welding operators | 87,004.50 |
| Examination and registration of welding procedures | 9,195.00 |
| | 96,199.50 |

| | |
|---|-----------|
| Remittance of expenses incurred by inspectors | 14,740.04 |
|---|-----------|

| | |
|----------------------|-------|
| Non-inspection calls | 84.50 |
|----------------------|-------|

| | |
|------------------|-------------------|
| Manual invoices | 39,713.92 |
| Non-invoice fees | 76,828.50 |
| Miscellaneous | 219.44 |
| | 116,761.86 |

| | |
|------------------|---------------------|
| (1) Total | \$614,289.20 |
|------------------|---------------------|

(1) Includes accounts receivable

Inspectors' certificates of competency

| | |
|----------------------|------------|
| Department of Labour | — |
| Insurance companies | 4 |
| Other jurisdictions | 6 |
| Renewals | 259 |
| Total | 269 |

Operating Engineers Branch

Certificates of qualification, 1970-71

| Class | At
March 31,
1970 | Issued on
examination | Certificates
lapsed | At
March 31,
1971 | Failed to
pass
examination |
|-----------------------|-------------------------|--------------------------|------------------------|-------------------------|----------------------------------|
| stationary engineers: | | | | | |
| first class | 701 | 21 | 31 | 691 | 37 |
| second class | 3,621 | 109 | 122 | 3,587 | 121 |
| third class | 8,577 | 432 | 439 | 8,461 | 221 |
| fourth class | 10,788 | 537 | 803 | 10,090 | 141 |
| operators: | | | | | |
| refrigeration A | 31 | 9 | 2 | 38 | — |
| refrigeration B | 1,214 | 87 | 70 | 1,231 | 6 |
| compressor | 1,286 | 202 | 66 | 1,422 | 4 |
| hoist engineers: | | | | | |
| steam | 919 | 2 | 110 | 811 | — |
| others | 8,233 | 473 | 252 | 8,454 | 5 |
| Total | 35,370 | 1,872 | 2,457 | 34,785 | 535 |

Industry inspections, 1970-71

| Gas | Fuel oil | Propane | Gasoline | Total |
|-------|----------|---------|----------|--------|
| 0,616 | 3,683 | 5,860 | 4,654 | 34,813 |

Licensed operations

1970-71

| | |
|------------------------|----|
| Gas: | |
| licences to transmit | 4 |
| licences to distribute | 36 |

| | |
|------------------------|-----|
| Propane: | |
| licences to transfer | 182 |
| licences to distribute | 575 |
| licences to transport | 261 |

| | |
|------------------------------------|----|
| Fuel oil: | |
| licences to distribute by pipeline | 29 |

| | |
|--|--------|
| Gasoline: | |
| licences to transport | 3,755 |
| licences for a bulk storage plant | 1,115 |
| licences for service stations or marinas | 13,206 |

Total 19,163

Certified persons

1970-71

| | |
|----------------------------------|-------|
| Gas: | |
| fitters certificates | 7,783 |
| maintenance fitters certificates | 855 |
| pipeline inspectors certificates | 1,056 |
| fitters service certificates | 30 |

| | |
|-------------------------------|-----|
| Propane: | |
| fitters certificates, Class I | 367 |
| Class II | 170 |
| Class III | 86 |

| | |
|---------------------------|-----|
| Natural and propane gas: | |
| dual fitters certificates | 332 |

| | |
|------------------------------------|-------|
| Oil burner mechanics certificates: | |
| Class 2 | 5,178 |
| Class 3 | 234 |

Total 16,091

Accidents and fatalities, 1970-71

| | Gas | Fuel Oil | Propane | Gasoline | Total |
|------------|-----|----------|---------|----------|-------|
| accidents | 38 | 21 | 26 | 18 | 103 |
| fatalities | 0 | 8 | 10 | 3 | 21 |

Summary of formal complaints in respect of employment,
public accommodation, housing and notices¹

| Complaints | New cases ² | Disposition of complaints | | | | Undisposed of March 31, 1971 |
|---|------------------------|---|------------|--------------------------------|-------------------|------------------------------|
| | | Settlements effected by human rights officers | Dismissed | Boards of inquiry ³ | Ministerial order | |
| Employment | | | | | | |
| discrimination in employment | 175 | 33 | 117 | 1 | — | 25 |
| disallowed questions on employment applications or in written or oral inquiries | 14 | 10 | 4 | — | — | — |
| disallowed employment advertisements | 7 | 7 | — | — | — | — |
| discrimination based on age | 110 | 66 | 29 | — | — | 15 |
| discrimination in union membership | 2 | — | 2 | — | — | — |
| reprisal for lodging of or participation in complaint | 1 | — | 1 | — | — | — |
| Public accommodation | | | | | | |
| discrimination in accommodation services and facilities | 15 | 11 | 2 | 2 | — | 2 |
| Housing | | | | | | |
| discrimination in dwelling units | 76 | 26 | 34 | 6 | — | 16 |
| Notices | | | | | | |
| discriminatory notices or other representation | 7 | 6 | — | — | — | 1 |
| Total | 407 | 159 | 189 | 9 | — | 59 |

1. The majority of the complaints related to employment, housing and public accommodations were filed by Blacks (216), and Canadian Indians (42).
 2. Does not include cases brought over from previous fiscal year.
 3. Eight remained unsettled at end of fiscal year.

Ontario Labour Relations Board

Summary of cases dealt with, fiscal year 1970-71

| Type of case | Case load | | | Cases disposed of | | | | Cases pending March 31, 1971 |
|--|---------------------------|------------------|--------------|-------------------|------------|------------|--------------|------------------------------|
| | Carried over from 1969-70 | Filed in 1970-71 | Total | Granted | Dismissed | Withdrawn | Total | |
| certification of bargaining agents | 173 | 1,015 | 1,188 | 701 | 256 | 111 | 1,068 | 120 |
| declaration of termination of bargaining rights | 14 | 75 | 89 | 45 | 26 | 11 | 82 | 7 |
| declaration of status of successor trade union or employer | 7 | 30 | 37 | 25 | 7 | — | 32 | 5 |
| declaration of unlawful strike or lockout | 6 | 77 | 83 | 6 | 4 | 70 | 80 | 3 |
| direction respecting unlawful strike (Section 107) | — | 1 | 1 | — | — | — | — | 1 |
| consent to prosecute | 21 | 177 | 198 | 38 | 22 | 119 | 179 | 19 |
| complain of unfair practice in employment (Section 65) | 31 | 145 | 176 | 7 | 38 | 108 | 153 | 23 |
| modification of arbitration provision in collective agreement (Section 34(3)) | — | 1 | 1 | 1 | — | — | 1 | — |
| exemption from union security provision in collective agreement (section 35a) | — | 25 | 25 | — | — | — | — | 25 |
| early termination of collective agreement (Section 39(3)) | — | 14 | 14 | 13 | — | 1 | 14 | — |
| trade union financial statement (Section 63) | — | 3 | 3 | — | 3 | — | 3 | — |
| complaints respecting jurisdictional disputes (Section 66) | 3 | 21 | 24 | 8 | 3 | 10 | 21 | 3 |
| question of whether person is employee (Section 79(2)). | 8 | 29 | 37 | 16 | 4 | 10 | 30 | 7 |
| reference of question in conciliation application or request for appointment of arbitrator (Section 79a) | 5 | 20 | 25 | 10 | 11 | — | 21 | 4 |
| Total | 268 | 1,633 | 1,901 | 870 | 374 | 440 | 1,684 | 217 |

Applications and complaints received and disposed of, fiscal years 1966-67 to 1970-71

| Type of case | Received | | | | | | Disposed of | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1966-67 | 1967-68 | 1968-69 | 1969-70 | 1970-71 | Total | 1966-67 | 1967-68 | 1968-69 | 1969-70 | 1970-71 | Total |
| certification of bargaining agents | 945 | 943 | 1,035 | 1,046 | 1,015 | 4,984 | 948 | 921 | 1,028 | 999 | 1,068 | 4,964 |
| declaration of termination of bargaining rights | 39 | 92 | 70 | 89 | 75 | 365 | 40 | 89 | 70 | 83 | 82 | 364 |
| declaration of status of successor trade union or employer | 21 | 28 | 66 | 30 | 30 | 175 | 20 | 26 | 41 | 52 | 32 | 171 |
| declaration that strike or lockout unlawful | 31 | 50 | 44 | 63 | 77 | 265 | 31 | 47 | 45 | 59 | 80 | 262 |
| direction respecting unlawful strike | — | — | — | — | 1 | 1 | — | — | — | — | — | — |
| consent to prosecute | 87 | 106 | 105 | 146 | 177 | 621 | 85 | 95 | 104 | 141 | 179 | 604 |
| complaints of unfair practice in employment | 144 | 188 | 183 | 173 | 145 | 833 | 134 | 175 | 190 | 176 | 153 | 828 |
| miscellaneous cases | 59 | 66 | 62 | 74 | 113 | 374 | 61 | 62 | 56 | 77 | 90 | 346 |
| Total | 1,326 | 1,473 | 1,565 | 1,621 | 1,633 | 7,618 | 1,319 | 1,415 | 1,534 | 1,587 | 1,684 | 7,539 |

Results of investigation of issues conducted by
examiners and field officers, fiscal year 1970-71

| Type of case | Reports submitted | | Cases in which no reports submitted | | | Total | Number of
cases
pending in-
vestigation
at March 31,
1971 | Total
number
cases
assigned
for in-
vestigation |
|--|----------------------|--------------------|--|--|---|------------|--|--|
| | Number of
reports | Number of
cases | Agreement
or settlement
obtained | Withdrawn
before in-
vestigation
denied | Dismissed,
withdrawal
during in-
vestigation
denied | | | |
| certification of bargaining agents | 117* | 130 | 81 | 8 | 41 | 130 | 20 | 280 |
| termination of bargaining rights | 3 | 3 | — | — | — | — | — | 3 |
| declaration of status of successor
employer | 1 | 1 | 2 | — | — | 2 | — | 3 |
| question of whether person is
employee (Section 79(2)) | 18 | 18 | 1 | 2 | 1 | 4 | — | 22 |
| complaint of unfair practice in
employment (Section 65) | 75 | 75 | 74 | — | — | 74 | 5 | 154 |
| Total | 214 | 227 | 158 | 10 | 42 | 210 | 25 | 462** |

*Because of consolidation of cases, the number of reports submitted does not equal the number of applications and complaints investigated.

**Total number of cases assigned for investigation is the sum of the second, sixth and seventh columns.

Time taken from filing to disposition of applications
in which certification was granted, fiscal year 1970-71

| Time taken in
calendar days | All applications | | | Construction applications | | | Non-construction applications | | |
|--------------------------------|------------------|--------------|------------------------|---------------------------|--------------|------------------------|-------------------------------|--------------|------------------------|
| | Number | Per cent | Cumulative
per cent | Number | Per cent | Cumulative
per cent | Number | Per cent | Cumulative
per cent |
| Under 8 | 25 | 3.6 | 3.6 | 24 | 10.7 | 10.7 | 1 | 0.2 | 0.2 |
| 8 — 14 | 136 | 19.3 | 22.9 | 108 | 48.5 | 59.2 | 28 | 5.8 | 6.0 |
| 15 — 21 | 178 | 25.4 | 48.3 | 35 | 15.7 | 74.9 | 143 | 29.9 | 35.9 |
| 22 — 28 | 115 | 16.4 | 64.7 | 16 | 7.2 | 82.1 | 99 | 20.7 | 56.6 |
| 29 — 35 | 34 | 4.8 | 69.5 | 3 | 1.4 | 83.5 | 31 | 6.5 | 63.1 |
| 36 — 42 | 28 | 4.0 | 73.5 | 7 | 3.2 | 86.7 | 21 | 4.4 | 67.5 |
| 43 — 49 | 28 | 4.0 | 77.5 | 6 | 2.7 | 89.4 | 22 | 4.6 | 72.1 |
| 50 — 56 | 13 | 1.9 | 79.4 | — | — | — | 13 | 2.7 | 74.8 |
| 57 — 63 | 11 | 1.6 | 81.0 | 3 | 1.4 | 90.8 | 8 | 1.7 | 76.5 |
| 64 — 70 | 15 | 2.1 | 83.1 | 2 | 0.9 | 91.7 | 13 | 2.7 | 79.2 |
| 71 — 77 | 18 | 2.6 | 85.7 | 5 | 2.3 | 94.0 | 13 | 2.7 | 81.9 |
| 78 — 84 | 15 | 2.1 | 87.8 | — | — | — | 15 | 3.1 | 85.0 |
| 85 — 91 | 11 | 1.6 | 89.4 | 2 | 0.9 | 94.9 | 9 | 1.9 | 86.9 |
| 92 — 98 | 7 | 1.0 | 90.4 | 1 | 0.5 | 95.4 | 6 | 1.3 | 88.2 |
| 99 — 105 | 10 | 1.4 | 91.8 | 1 | 0.5 | 95.9 | 9 | 1.9 | 90.1 |
| 106 — 126 | 19 | 2.7 | 94.5 | 4 | 1.8 | 97.7 | 15 | 3.1 | 93.2 |
| 127 — 147 | 5 | 0.7 | 95.2 | — | — | — | 5 | 1.0 | 94.2 |
| 148 — 168 | 6 | 0.9 | 96.1 | 1 | 0.5 | 98.2 | 5 | 1.0 | 95.2 |
| 169 & over | 27 | 3.9 | 100.0 | 4 | 1.8 | 100.0 | 23 | 4.8 | 100.0 |
| Total | 701 | 100.0 | — | 222 | 100.0 | — | 479 | 100.0 | — |

Conciliation and Mediation Services Branch

Application for conciliation services dealt with under The Labour Relations Act

| | Disputes | | Number of employers | | Number of employees | |
|--|----------|---------|---------------------|---------|---------------------|---------|
| | 1970-71 | 1969-70 | 1970-71 | 1969-70 | 1970-71 | 1969-70 |
| Disputes dealt with at initial conciliation officer stage | | | | | | |
| in process at beginning of fiscal year | 258 | 301 | 297 | 373 | 37,619 | 64,503 |
| referred to officers during fiscal year | 2,075 | 1,610 | 2,331 | 2,164 | 288,917 | 225,063 |
| total in process during fiscal year | 2,333 | 1,911 | 2,628 | 2,537 | 326,536 | 289,566 |
| disposed of during fiscal year | 2,039 | 1,653 | 2,323 | 2,240 | 295,486 | 251,947 |
| (a) settled | 833 | 668 | 900 | 812 | 109,322 | 63,803 |
| (b) not settled | 1,169 | 970 | 1,381 | 1,407 | 183,116 | 187,031 |
| (i) referred to conciliation boards | 2 | 24 | 9 | 28 | 3,744 | 43,734 |
| (ii) no board granted | 1,167 | 946 | 1,372 | 1,379 | 179,372 | 143,297 |
| (c) lapsed or withdrawn | 36 | 15 | 40 | 21 | 2,745 | 1,113 |
| (d) mediator | 1 | 0 | 2 | 0 | 303 | 0 |
| in process at end of fiscal year | 294 | 258 | 305 | 297 | 31,050 | 37,619 |
| Disputes dealt with at conciliation board stage | | | | | | |
| in process at beginning of fiscal year | 3 | 5 | 4 | 6 | 682 | 628 |
| referred to boards during fiscal year | | | | | | |
| following officer procedure | 2 | 24 | 9 | 28 | 3,744 | 43,734 |
| total in process during fiscal year | 5 | 29 | 13 | 34 | 4,426 | 44,362 |
| disposed of during fiscal year | 5 | 26 | 13 | 30 | 4,426 | 43,680 |
| (a) settled | 1 | 10 | 8 | 11 | 3,644 | 1,673 |
| (i) reported settled by parties before board constituted | 0 | 3 | 0 | 4 | 0 | 863 |
| (ii) board report submitted, settlement reached during hearings | 1 | 7 | 8 | 7 | 3,644 | 810 |
| (b) board report submitted no settlement reached during hearings | 4 | 16 | 5 | 19 | 782 | 42,007 |
| conciliation boards still in process at end of fiscal year. | 0 | 3 | 0 | 4 | 0 | 682 |

Voluntary mediation, April 1, 1970 to March 31, 1971*

| | Disputes | Employers | Employees |
|--|------------|------------|---------------|
| Total mediation cases dealt with | 233 | 300 | 62,054 |
| Disputes in which no strikes occurred | | | |
| settled before meeting with mediator | 4 | 8 | 166 |
| settled during mediation meetings | 110 | 135 | 34,725 |
| settled by parties following mediation | 3 | 6 | 634 |
| lapsed or withdrawn | 3 | 3 | 260 |
| ending March 31, 1971 | 2 | 2 | 68 |
| Total | 122 | 154 | 35,853 |

Disputes in which strikes occurred

| | | | |
|--|------------|------------|---------------|
| settled before meeting with mediator | 4 | 4 | 373 |
| settled during mediation meetings | 91 | 121 | 22,698 |
| settled by parties following mediation | 11 | 15 | 2,726 |
| lapsed or withdrawn | 2 | 2 | 88 |
| ending March 31, 1971 | 3 | 4 | 316 |
| Total | 111 | 146 | 26,201 |

Voluntary mediation reported by mediator

Mediation services in disputes in which strikes occurred April 1, 1970 to March 31, 1971

| | Disputes | Employers | Employees |
|---|------------|------------|---------------|
| mediator held meetings with parties only before strike began | 10 | 17 | 2,633 |
| mediator held meetings with parties only during strike | 66 | 87 | 13,382 |
| mediator held meetings with parties both before and during strike | 31 | 38 | 9,813 |
| mediator kept in contact with parties but no meeting held | 4 | 4 | 373 |
| Total | 111 | 146 | 26,201 |



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